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ABSTRACT

This report presents comparative data collected from 98 state-supported universities in 47 states, and 38 university systems representing 30 states, on the administrative salaries they paid in 1994-95. The salaries are presented in rank-order (from highest to lowest) to facilitate comparisons of a participant's relative standing with other universities. Salaries are reported only for full-time administrators. The report includes officers whose responsibilities and functions range from that of a director of a single office to the university president. Statistical data, comprising nearly the entire report, are divided into three main sections. The first section provides the ranking of salaries paid among all participating universities, including the average of those salaries paid at institutions belonging to the National Association of State Universities and Land-Grant Colleges. The second section is a series of tables showing the salaries paid among the 98 participating institutions, first presented overall and then by the nine geographic regions defined by the Equal Employment Opportunity Commission. The third section comprises a table of salaries paid to the university system officers. An index is included. (MDM)

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ED 392 327

TWENTY-NINTH ANNUAL
RANK -ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES PAID
1995-96

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF NINETY-EIGHT STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY SEVEN STATES
AND THIRTY EIGHT UNIVERSITY SYSTEMS
REPRESENTING THIRTY STATES

UNIVERSITY of ARKANSAS
1871

OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
JANUARY 1996

HE 028 915

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OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
JANUARY 1996

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the **twenty-ninth** annual administrative salary survey conducted by the Office of Institutional Research, University of Arkansas, Fayetteville. To develop comparable averages, the survey largely consists of Doctoral I, Research I, Research II and Land-Grant institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position is fewer than three, the responses are omitted from this study. Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the institution's chief executive officer.

The salaries are displayed in rank-order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in parentheses identifies that individual salary as being paid for someone filling dual functions. Salaries within the parentheses are included in each position's averages. Salaries marked with an asterisk indicate membership in the National Association of State Universities and Land-Grant Colleges (NASULGC). Only one reported salary from an institution is included for each position.

Several changes were made this year in the questionnaire used to collect the data. A complete list of definitions was included for the first time. A new element added, the level of reporting of the position whose salary was reported, will allow this office to identify positions which are receiving ambiguous responses. Response has been favorable to the changes, and a new table containing averages by level has been incorporated into the results. The specific guidelines provided with the questionnaire ensure a more complete set of data for each position.

The primary purpose of this study has always been to provide comparable and comprehensive information in a manner that will be useful to the participants. The University of Arkansas' Office of Institutional Research wishes to thank all of the respondents for their participation.

Note: An Index has been added for your convenience.

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred and nineteen universities in forty eight states. From this group, responses are included from ninety-eight institutions in forty seven states, for a response rate of eighty-two percent.

Salaries in this section coded with an asterisk indicate that the salary is from a university which is a member of NASULGC. The average salaries printed after each position's rank order of salaries are: the average of ALL reported salaries, the average salaries for those institutions belonging to NASULGC, the average salaries by Carnegie classifications, and the averages by the Levels reported for the position.

NOTE: Averages by Carnegie classification are only calculated for populations of ten or more institutions in a position. Averages were calculated for each Level when three or more salaries were reported in a position.

TABLE II

The second section is a series of tables showing the salaries paid among the ninety-eight participants divided into the nine geographic regions defined by the Equal Employment Opportunity Commission except that the New York and Boston regions are combined and the San Francisco and Seattle Regions are combined to assure sufficient responses for average calculations. The responding universities in each region are listed at the beginning of the appropriate section. This section includes two averages, one for ALL the reported salaries and one for the NASULGC members in each region.

TABLE III

The third section is a table of salaries paid to the university system officers. For the purposes of the survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to forty-one university systems in thirty states, and responses were received from thirty eight university systems in thirty states for a response rate of ninety-three percent. This section contains two averages for each position: Averages for ALL salaries reported in that position and averages by the Level for the reported positions.

DEFINITION OF CATEGORIES

Carnegie Foundation Classifications:

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually $40 million or more in federal support.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually between $15.5 million and $40 million in federal support.

Doctoral Universities I: These institutions offer a full range of baccalaureate programs and are committed to graduate education through the doctorate. They award at least 40 doctoral degrees annually in five or more disciplines.

Levels of Responsibility

Level 1	Responsibility for the operation of the institution. This person is an executive officer at the presidential level.
Level 2	Responsibility for a principal segment of the institution's operation. This person is an executive officer at the vice presidential level.
Level 3	Responsibility for the administration of a major operational unit with a number of subdivisions within the unit. Typically: dean, associate vice president, assistant vice president.
Level 4	Responsibility for the administration of a single operational unit. Typically: director, manager, coordinator.
Level 5	Anyone reporting to a dean, director, manager or coordinator.

TABLE OF CONTENTS

TABLE I A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Ninety-Eight Universities in Forty Seven States 1

Chief Executive Officer 4

Financial Administrators 4

Academic Administrators 14

Academic Deans 18

Academic Deans Health Related Fields 27

Student Services Administrators 29

Development Administrators 37

Information Management Administrators 40

Research Administrators 42

Agricultural Administrators 43

Other Administrators reporting to CEO 44

TABLE II A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Ninety-Eight Universities in Forty Seven States by Equal Employment Opportunity Regions:

Atlanta Region 47

Chicago Region 62

Dallas Region 75

Denver Region 86

Kansas City Region 94

New York and Boston Regions 101

Philadelphia Region 110

San Francisco and Seattle Regions 120

TABLE OF CONTENTS - (continued)

TABLE III — A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Thirty Eight University Systems in Thirty States.................. 129

INDEXES

Table I Position Index.................... 137
Table II Position Index.................... 140
Table III Position Index.................. 154

TABLE I
A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINETY-EIGHT UNIVERSITIES IN FORTY-SEVEN STATES

This table summarizes the data for ninety-eight universities in forty-seven states. For making this report possible the University of Arkansas wishes to thank the following participating schools.

*ARIZONA STATE UNIVERSITY
*AUBURN UNIVERSITY
BALL STATE UNIVERSITY
*BOWLING GREEN STATE UNIVERSITY
*CLEMSON UNIVERSITY
COLLEGE OF WILLIAM AND MARY
*COLORADO STATE UNIVERSITY
*EAST TEXAS STATE UNIVERSITY
FLORIDA STATE UNIVERSITY
*GEORGIA INSTITUTE OF TECHNOLOGY
GEORGIA STATE UNIVERSITY
ILLINOIS STATE UNIVERSITY
*INDIANA UNIVERSITY - BLOOMINGTON
INDIANA UNIVERSITY OF PENNSYLVANIA (IUP)
*IOWA STATE UNIVERSITY
*KANSAS STATE UNIVERSITY
*KENT STATE UNIVERSITY
*LOUISIANA STATE UNIVERSITY AND A&M COLLEGE
*MICHIGAN STATE UNIVERSITY
*MISSISSIPPI STATE UNIVERSITY
*MONTANA STATE UNIVERSITY - BOZEMAN
*NEW MEXICO STATE UNIVERSITY
*NORTH CAROLINA STATE UNIVERSITY
*NORTH DAKOTA STATE UNIVERSITY
NORTHERN ILLINOIS UNIVERSITY
*OHIO STATE UNIVERSITY
*OHIO UNIVERSITY
*OKLAHOMA STATE UNIVERSITY
OLD DOMINION UNIVERSITY
*OREGON STATE UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
*STATE UNIV. OF NEW YORK AT ALBANY
*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*SUNY AT STONY BROOK
TEMPLE UNIVERSITY
*TENNESSEE STATE UNIVERSITY
*TEXAS A&M UNIVERSITY
*TEXAS TECH UNIVERSITY
*TEXAS WOMANS UNIVERSITY
THE UNIVERSITY OF AKRON
*THE UNIVERSITY OF ALABAMA

*Member of National Association of State Universities & Land-Grant Colleges

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TABLE I (Continued)

*THE UNIVERSITY OF MEMPHIS
*THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
THE UNIVERSITY OF TEXAS AT DALLAS
*THE UNIVERSITY OF TOLEDO
*UNC-CHAPEL HILL
*UNIVERSITY OF ALABAMA AT BIRMINGHAM
*UNIVERSITY OF ARIZONA
*UNIVERSITY OF ARKANSAS AT FAYETTEVILLE
*UNIVERSITY OF CALIFORNIA, RIVERSIDE
*UNIVERSITY OF CALIFORNIA, SANTA BARBARA
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF COLORADO AT BOULDER
*UNIVERSITY OF CONNECTICUT
*UNIVERSITY OF DELAWARE
*UNIVERSITY OF FLORIDA
*UNIVERSITY OF GEORGIA
*UNIVERSITY OF HOUSTON
*UNIVERSITY OF IDAHO
UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
*UNIVERSITY OF KANSAS
*UNIVERSITY OF KENTUCKY
*UNIVERSITY OF LOUISVILLE
*UNIVERSITY OF MAINE
*UNIVERSITY OF MARYLAND - BALTIMORE
*UNIVERSITY OF MARYLAND - COLLEGE PARK
*UNIVERSITY OF MASSACHUSETTS AMHERST
*UNIVERSITY OF MICHIGAN
*UNIVERSITY OF MISSISSIPPI
*UNIVERSITY OF MISSOURI - KANSAS CITY
*UNIVERSITY OF MISSOURI COLUMBIA
*UNIVERSITY OF NEBRASKA-LINCOLN
*UNIVERSITY OF NEVADA, RENO
*UNIVERSITY OF NEW HAMPSHIRE
*UNIVERSITY OF NEW MEXICO
*UNIVERSITY OF NORTH TEXAS
*UNIVERSITY OF NORTHERN COLORADO
*UNIVERSITY OF OKLAHOMA
*UNIVERSITY OF OREGON
*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF SOUTH CAROLINA
*UNIVERSITY OF SOUTH FLORIDA
*UNIVERSITY OF SOUTHERN MISSISSIPPI
*UNIVERSITY OF TENNESSEE, KNOXVILLE
*UNIVERSITY OF TEXAS AT AUSTIN
*UNIVERSITY OF UTAH
*UNIVERSITY OF VERMONT
*UNIVERSITY OF WISCONSIN - MADISON
*UNIVERSITY OF WYOMING

*Member of National Association of State Universities & Land-Grant Colleges

TABLE I (Continued)

*UTAH STATE UNIVERSITY
*UW MILWAUKEE
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INST. AND STATE UNIVERSITY
*WASHINGTON STATE UNIVERSITY
WAYNE STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY

TABLE I (CONTINUED)

CHIEF EXECUTIVE OFFICER: MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	230,000 *
2	226,400 *
3	220,008 *
4	219,350 *
5	200,000 *
6	179,350 *
7	176,390 *
8	175,000 *
9	174,270 *
10	173,300 *
11	161,915 *
12	160,000 *
13	160,000 *
14	159,696 *
15	153,000 *
16	152,763 *
17	146,250 *
18	143,300 *
19	142,125 *
20	134,675 *
21	129,980 *
22	98,149 *

AVERAGE "*"	168,906
AVERAGE ALL	168,906
AVERAGE R2	160,105
LEVEL 1 AVG	166,503

CHIEF EXECUTIVE OFFICER: SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	270,000
2	260,709 *
3	226,400 *
4	218,000 *
5	217,220 *
6	209,613 *
7	206,000 *
8	201,100 *
9	200,000 *
10	200,000 *
11	198,376
12	197,219
13	190,000 *
14	190,000 *
15	185,400 *
16	185,059 *
17	183,340 *
18	182,175 *
19	182,000 *
20	180,000
21	177,450 *
22	175,700 *
23	175,000 *
24	175,000 *
25	175,000 *
26	172,500
27	170,000 *
28	170,000 *
29	170,000 *
30	167,500
31	165,000 *
32	165,000 *
33	164,245 *
34	164,245 *
35	164,004 *
36	162,495
37	161,148 *
38	159,906 *
39	159,694 *
40	158,950 *
41	158,550
42	155,997 *
43	155,000 *
44	153,040 *
45	153,000 *
46	151,632 *
47	150,398 *
48	150,000 *
49	150,000 *
50	147,146 *
51	147,124 *
52	145,080
53	144,121
54	143,000 *
55	142,285 *
56	142,000 *
57	138,800 *
58	138,375 *
59	138,000 *
60	136,308
61	133,000 *
62	131,790 *
63	131,700
64	129,840 *
65	129,720 *
66	128,092 *
67	126,708 *
68	126,000 *
69	125,000 *
70	125,000 *
71	120,016 *
72	120,000 *
73	116,964 *
74	116,964 *
75	113,300 *
76	113,000 *
77	112,956 *
78	108,980

AVERAGE "*"	160,177
AVERAGE ALL	161,338
AVERAGE R1	178,044
AVERAGE R2	145,373
AVERAGE D1	151,732
LEVEL 1 AVG	160,612

FINANCIAL ADMINISTRATOR: CHIEF FINANCIAL OFFICER

RANK	SALARY
1	195,358 *
2	171,025 *
3	160,000
4	156,185 *
5	156,000 *
6	152,000 *
7	152,000 *
8	149,000 *
9	143,800 *
10	143,472 *
11	142,000 *
12	141,000 *
13	135,938 *
14	135,500 *
15	135,500 *
16	132,400 *
17	131,070 *
18	130,000 *
19	130,000 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL 1 LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL
OFFICER

RANK (CONTINUED)	SALARY
20	129,224 *
21	128,000 *
22	127,500 *
23	127,447 *
24	127,224 *
25	127,199
26	126,800 *
27	125,580 *
28	(125,004)*
29	125,000 *
30	123,091 *
31	(122,500)*
32	120,703
33	120,000 *
34	120,000 *
35	119,532 *
36	119,080 *
37	118,874 *
38	118,577 *
39	118,452 *
40	117,000
41	116,223 *
42	115,581 *
43	115,565
44	115,559 *
45	115,000 *
46	114,000
47	113,420 *
48	112,548 *
49	111,000 *
50	111,000
51	110,800
52	110,004 *
53	109,479 *
54	109,000
55	108,000
56	107,750 *
57	107,076 *
58	105,900 *
59	105,000 *
60	104,650 *
61	104,622 *
62	104,160 *
63	104,000 *
64	103,800 *
65	103,768 *
66	103,032
67	102,600 *
68	102,600 *
69	101,760 *
70	101,296 *
71	101,200 *
72	100,660 *
73	100,000 *
74	100,000
75	100,000 *
76	98,666 *
77	98,000 *
78	97,272 *
79	96,595 *
80	96,200 *
81	94,800 *
82	94,200 *
83	93,068 *
84	92,500 *
85	90,530 *
86	90,036 *
87	89,698 *
88	87,929 *
89	87,000
90	82,612 *
91	78,177 *
92	77,584 *

AVERAGE "*"	116,350
AVERAGE ALL	116,032
AVERAGE R1	126,864
AVERAGE R2	111,609
AVERAGE D1	106,424
LEVEL 2 AVG	116,320

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR
MANAGEMENT & BUDGET

RANK	SALARY
1	137,500 *
2	125,979
3	123,091 *
4	121,700 *
5	120,000 *
6	114,200 *
7	114,100 *
8	110,480 *
9	110,000 *
10	102,364 *
11	99,144 *
12	93,024 *
13	92,820 *
14	92,000
15	90,000 *
16	89,739
17	88,411 *
18	88,029 *
19	87,345 *
20	87,000 *
21	86,532 *
22	80,000
23	80,000
24	78,672 *
25	78,562 *
26	78,040 *
27	76,380 *
28	71,760 *
29	66,465 *
30	52,524 *
31	51,600 *

AVERAGE "*"	93,067
AVERAGE ALL	93,144
AVERAGE R1	103,254
LEVEL 3 AVG	91,505

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS
AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	(143,000)*
2	122,000 *
3	117,587 *
4	115,000 *
5	111,100 *
6	110,000 *
7	107,100 *
8	96,300 *
9	95,463 *
10	95,166 *
11	(94,600)*
12	91,956 *
13	91,503 *
14	90,000 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

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FINANCIAL ADMINISTRATOR: ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

(CONTINUED)

RANK	SALARY
15	89,300 *
16	87,822 *
17	87,600 *
18	87,000 *
19	84,800 *
20	84,500 *
21	82,800 *
22	82,776 *
23	78,324 *
24	77,000 *
25	75,636
26	73,440 *
27	72,631 *
28	72,592 *
29	69,000 *
30	62,100
31	61,274 *
32	58,350 *
33	44,250

AVERAGE "*"	90,999
AVERAGE ALL	88,242
AVERAGE R1	100,390
LEVEL 3 AVG	89,466
LEVEL 4 AVG	69,149

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR HUMAN RESOURCES

RANK	SALARY
1	144,600
2	131,843
3	115,000 *
4	115,000 *
5	114,000 *
6	112,120 *
7	110,700 *
8	106,327 *
9	105,000 *
10	99,400 *
11	97,158
12	94,860 *
13	92,700 *
14	89,406 *
15	88,000 *
16	86,000 *
17	83,839 *
18	83,100 *
19	(79,000)*
20	79,000
21	78,216
22	77,020 *
23	75,312 *
24	72,828 *
25	72,800 *
26	70,020 *
27	69,840 *
28	64,100 *
29	59,636 *
30	58,997 *
31	49,000

AVERAGE "*"	87,800
AVERAGE ALL	89,510
AVERAGE R1	98,386
LEVEL 2 AVG	117,723
LEVEL 3 AVG	87,482

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR FACILITIES PLANNING

RANK	SALARY
1	(143,000)*
2	130,000 *
3	119,782 *
4	114,065 *
5	107,060 *
6	103,500 *
7	102,866
8	101,000 *
9	101,000 *
10	99,751 *
11	99,144 *
12	98,900 *
13	97,706 *
14	96,200 *
15	95,000 *
16	90,900
17	90,300
18	89,300 *
19	89,000 *
20	88,795 *
21	88,000 *
22	87,950 *
23	82,620 *
24	82,000 *
25	79,747 *
26	79,200 *
27	79,000
28	78,741 *
29	76,971 *
30	76,836 *
31	76,756 *
32	76,244 *
33	67,679 *

AVERAGE "*"	93,998
AVERAGE ALL	93,606
AVERAGE R1	100,807
LEVEL 3 AVG	94,948

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

RANK	SALARY
1	92,000 *
2	91,181 *
3	88,538
4	87,500 *
5	85,600 *
6	85,500 *
7	80,700 *
8	80,364 *
9	80,000 *
10	79,700 *
11	77,720 *
12	77,058 *
13	74,650 *
14	74,200 *
15	73,700 *
16	72,490 *
17	71,540 *
18	71,000
19	70,000 *
20	69,780 *
21	69,700 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

(CONTINUED)

RANK	SALARY
22	69,000 *
23	69,000 *
24	67,600
25	67,300 *
26	66,585 *
27	66,000 *
28	65,050 *
29	64,581 *
30	64,450 *
31	62,477
32	62,004 *
33	62,000 *
34	61,960 *
35	61,766 *
36	61,200 *
37	61,163 *
38	60,900
39	60,600
40	60,030 *
41	60,000 *
42	60,000 *
43	59,100 *
44	59,000 *
45	58,847 *
46	58,650 *
47	58,469 *
48	56,940 *
49	56,410 *
50	56,124 *
51	56,044 *
52	55,201 *
53	54,468 *
54	53,742 *
55	53,568
56	53,472 *
57	53,173 *
58	52,700
59	52,500 *
60	51,900 *
61	50,120 *
62	50,000 *
63	49,572 *
64	49,416
65	49,340 *
66	49,000 *
67	46,845
68	46,700
69	46,227 *
70	46,112 *
71	46,000 *
72	45,503 *
73	43,800 *
74	43,718 *
75	41,400 *
76	41,371
77	41,150
78	37,824 *
79	32,600 *
80	30,776 *

AVERAGE "*"	61,664
AVERAGE ALL	60,930
AVERAGE R1	67,093
AVERAGE R2	61,755
AVERAGE D1	52,561
LEVEL 2 AVG	67,815
LEVEL 3 AVG	62,605
LEVEL 4 AVG	60,059

FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	133,700 *
2	109,153
3	102,164 *
4	101,765 *
5	100,000 *
6	99,100 *
7	98,540
8	96,700 *
9	96,632 *
10	96,366 *
11	93,900 *
12	92,190 *
13	90,700 *
14	90,000 *
15	90,000 *
16	88,719 *
17	88,569 *
18	87,589 *
19	87,084 *
20	86,700 *
21	86,454 *
22	86,135
23	85,260 *
24	84,946 *
25	84,710 *
26	83,315 *
27	82,320 *
28	82,110 *
29	82,000 *
30	79,300 *
31	79,000 *
32	78,100 *
33	76,850 *
34	76,735 *
35	76,704
36	76,426 *
37	75,610 *
38	75,550 *
39	75,411 *
40	74,784 *
41	74,111
42	73,800 *
43	73,000 *
44	72,667 *
45	72,317 *
46	72,190 *
47	71,635 *
48	71,125 *
49	71,100 *
50	69,690 *
51	69,249 *
52	68,650
53	68,640
54	68,576 *
55	68,172 *
56	68,000 *
57	67,829 *
58	67,137 *
59	66,333 *
60	65,052 *
61	64,609 *
62	64,063 *
63	63,907 *
64	63,587 *
65	63,380 *
66	62,944 *
67	62,200 *
68	60,785 *
69	60,000 *
70	59,724 *
71	59,642

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING
CONTROLLER

RANK	SALARY
(CONTINUED)	
72	56,985 *
73	56,908 *
74	56,002 *
75	55,700
76	55,167 *
77	55,157 *
78	55,000
79	51,400 *
80	47,400 *

AVERAGE "*"	76,469
AVERAGE ALL	76,314
AVERAGE R1	84,021
AVERAGE R2	72,280
AVERAGE D1	68,757
LEVEL 3 AVG	83,468
LEVEL 4 AVG	71,199

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	(136,000)*
2	136,000 *
3	103,291 *
4	98,586 *
5	96,889 *
6	95,000 *
7	93,739 *
8	93,500 *
9	92,424 *
10	91,533 *
11	90,300 *
12	89,393
13	87,335 *
14	85,816 *
15	84,800
16	84,773
17	84,240 *
18	83,872 *
19	83,400 *
20	82,266 *
21	81,002 *
22	80,500 *
23	80,000 *
24	79,000 *
25	78,300 *
26	78,179 *
27	74,460 *
28	73,500 *
29	73,476 *
30	(72,192)*
31	72,062 *
32	71,721 *
33	70,900 *
34	70,404 *
35	70,365 *
36	70,350 *
37	69,937 *
38	68,830 *
39	68,474 *
40	68,426 *
41	68,076 *
42	(67,500)
43	67,332
44	66,300 *
45	66,087 *
46	65,177 *
47	65,100
48	65,000 *
49	64,500 *
50	63,901
51	63,630 *
52	62,979 *
53	61,500 *
54	60,300 *
55	60,231 *
56	60,070 *
57	60,036 *
58	60,000 *
59	60,000
60	57,600 *
61	56,522
62	56,200 *
63	55,592 *
64	54,263 *
65	54,000
66	53,530 *
67	52,420 *
68	52,209 *
69	51,230 *
70	50,988 *
71	49,464 *
72	46,901 *
73	46,450 *
74	46,260 *
75	43,164

AVERAGE "*"	72,863
AVERAGE ALL	71,997
AVERAGE R1	80,560
AVERAGE R2	67,118
AVERAGE D1	61,815
LEVEL 2 AVG	111,316
LEVEL 3 AVG	73,749
LEVEL 4 AVG	68,816

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH
ACCOUNTING

RANK	SALARY
1	92,600 *
2	87,338 *
3	78,725 *
4	73,081 *
5	72,000 *
6	71,540 *
7	70,544 *
8	(67,778)*
9	66,437 *
10	62,328 *
11	60,960 *
12	60,240 *
13	55,620 *
14	55,360 *
15	52,000 *
16	52,000 *
17	51,128 *
18	51,018 *
19	50,005
20	48,360 *
21	46,908 *
22	45,512 *
23	44,616 *
24	42,758 *
25	40,500 *
26	39,265 *
27	36,160 *
28	34,777 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR: DIRECTOR OF RESEARCH ACCOUNTING

(CONTINUED)

AVERAGE "*"	57,761
AVERAGE ALL	57,484
AVERAGE R1	65,553
LEVEL 3 AVG	68,157
LEVEL 4 AVG	56,923
LEVEL 5 AVG	49,620

FINANCIAL ADMINISTRATOR: TREASURER OR BURSAR

RANK	SALARY	
1	132,000	*
2	106,848	*
3	98,400	*
4	91,829	*
5	87,570	*
6	87,305	*
7	83,342	*
8	76,572	*
9	75,456	
10	74,980	*
11	71,000	*
12	70,671	*
13	70,300	*
14	70,000	*
15	69,468	*
16	68,723	*
17	67,136	*
18	67,058	*
19	65,780	*
20	63,450	*
21	61,943	*
22	61,550	*
23	61,388	*
24	60,000	
25	59,600	*
26	59,537	*
27	57,630	*
28	57,400	*
29	57,140	*
30	56,300	*
31	56,096	*
32	55,900	*
33	55,884	*
34	55,497	*
35	55,051	*
36	54,909	
37	53,477	
38	53,300	*
39	53,000	*
40	52,169	*
41	52,054	
42	51,903	*
43	51,500	
44	49,710	*
45	49,261	*
46	48,890	*
47	48,234	*
48	47,967	*
49	47,950	*
50	47,664	*
51	47,343	*
52	46,465	*
53	45,199	*
54	42,030	*
55	41,524	*
56	39,831	*
57	39,627	*
58	39,168	*
59	32,732	*
60	30,432	

AVERAGE "*"	61,459
AVERAGE ALL	60,586
AVERAGE R1	69,654
AVERAGE R2	57,785
AVERAGE D1	53,006
LEVEL 3 AVG	81,941
LEVEL 4 AVG	59,425
LEVEL 5 AVG	44,766

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

RANK	SALARY	
1	110,000	*
2	94,390	*
3	91,049	*
4	84,991	*
5	83,880	*
6	83,207	*
7	81,500	*
8	80,973	*
9	77,208	*
10	75,031	*
11	74,700	
12	72,540	*
13	72,500	*
14	71,500	*
15	71,350	*
16	70,652	
17	70,544	*
18	70,452	*
19	70,000	*
20	69,806	*
21	68,624	*
22	68,165	
23	67,150	*
24	66,000	*
25	65,559	*
26	65,512	
27	65,000	*
28	64,775	*
29	63,950	*
30	63,750	*
31	63,605	*
32	63,585	*
33	63,325	*
34	63,000	*
35	62,292	*
36	61,850	*
37	61,000	*
38	60,941	*
39	60,504	*
40	60,036	*
41	59,740	*
42	59,175	*
43	59,000	*
44	58,970	*
45	58,000	*
46	57,636	*
47	57,500	*
48	57,430	*
49	56,407	*
50	55,692	*
51	55,663	*
52	55,600	*
53	55,598	
54	55,319	
55	55,182	*

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

RANK	SALARY
(CONTINUED)	
56	55,150
57	55,022 *
58	54,934 *
59	54,900 *
60	54,080 *
61	53,700
62	53,130 *
63	53,044 *
64	53,000 *
65	52,280 *
66	52,038 *
67	52,004 *
68	51,958 *
69	51,852 *
70	51,750 *
71	51,547 *
72	51,400 *
73	51,106
74	51,016 *
75	51,000 *
76	50,100
77	49,951 *
78	47,145 *
79	46,770
80	44,669 *
81	43,709 *
82	41,868 *
83	39,640 *
84	39,216 *
85	34,140 *

AVERAGE "x"	61,583
AVERAGE ALL	61,223
AVERAGE R1	67,382
AVERAGE R2	58,188
AVERAGE D1	55,593
LEVEL 3 AVG	73,527
LEVEL 4 AVG	59,845
LEVEL 5 AVG	54,940

FINANCIAL ADMINISTRATOR: DIRECTOR OF BENEFITS

RANK	SALARY
1	71,400 *
2	68,500 *
3	66,830 *
4	65,603 *
5	65,004 *
6	65,000 *
7	64,025 *
8	60,852 *
9	60,175 *
10	59,556 *
11	58,716 *
12	(58,000)*
13	58,000 *
14	57,243
15	57,204 *
16	54,607 *
17	54,250 *
18	53,609 *
19	52,530 *
20	52,500 *
21	52,235 *
22	51,753 *
23	49,395 *
24	48,500 *
25	48,054 *
26	47,078 *
27	47,000
28	46,124 *
29	45,740
30	45,138 *
31	44,817 *
32	44,601 *
33	44,263 *
34	44,093 *
35	43,842 *
36	42,840 *
37	42,828
38	42,432 *
39	41,320 *
40	40,290
41	39,535 *
42	38,808 *
43	38,472 *
44	37,077
45	34,300 *
46	33,180 *
47	32,749
48	27,095 *

AVERAGE "x"	51,079
AVERAGE ALL	49,941
AVERAGE R1	55,044
AVERAGE R2	46,576
AVERAGE D1	43,322
LEVEL 4 AVG	52,330
LEVEL 5 AVG	42,945

FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL

RANK	SALARY
1	164,616 *
2	(138,500)*
3	97,734
4	91,700 *
5	91,127 *
6	88,878 *
7	88,608 *
8	87,822 *
9	87,235 *
10	86,200
11	85,904 *
12	84,620 *
13	83,447 *
14	83,000 *
15	83,000 *
16	82,997 *
17	82,110 *
18	82,100 *
19	82,000 *
20	81,200 *
21	80,113 *
22	80,000 *
23	79,739 *
24	79,667 *
25	79,215 *
26	78,521 *
27	78,432 *
28	76,220 *
29	75,840 *
30	75,500 *
31	75,360
32	75,000 *
33	74,350 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

**FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL**

RANK (CONTINUED)	SALARY
34	74,080 *
35	73,750 *
36	72,484 *
37	71,500 *
38	70,813 *
39	70,669 *
40	69,640 *
41	69,254 *
42	69,200 *
43	68,638 *
44	68,125 *
45	68,000 *
46	66,119 *
47	65,900 *
48	65,700
49	65,500 *
50	65,400 *
51	65,208 *
52	65,165
53	63,000
54	62,805 *
55	62,440 *
56	61,382 *
57	61,000
58	60,996 *
59	60,624 *
60	60,000 *
61	59,800
62	59,754 *
63	(58;000)*
64	57,677
65	57,641 *
66	56,955 *
67	56,713 *
68	56,484 *
69	52,356 *
70	51,744 *
71	51,293 *
72	50,601 *
73	48,000

RANK SALARY (CONTINUED)

AVERAGE "*"	74,532
AVERAGE ALL	73,632
AVERAGE R1	83,073
AVERAGE R2	69,572
AVERAGE D1	65,842
LEVEL 3 AVG	77,812
LEVEL 4 AVG	69,767

**FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	78,900 *
2	76,572 *
3	70,544 *
4	70,055 *
5	70,000 *
6	69,179 *
7	68,600
8	67,239 *
9	65,177 *
10	65,000 *
11	63,500 *
12	62,931 *
13	61,677 *
14	60,686 *
15	60,113
16	59,565
17	58,973 *
18	58,300 *
19	57,600 *
20	57,400 *
21	57,279
22	57,100 *
23	56,851 *
24	56,700 *
25	56,146 *
26	56,000 *
27	55,266 *
28	55,051 *
29	53,310 *
30	52,479 *
31	51,835 *
32	51,800
33	51,128 *
34	51,128 *
35	50,491 *
36	49,016 *
37	48,500 *
38	48,160 *
39	47,724
40	47,544
41	47,412 *
42	47,388 *
43	47,018 *
44	46,900 *
45	45,165 *
46	45,046 *
47	44,820 *
48	43,669 *
49	43,650 *
50	43,339 *
51	43,195 *
52	43,100 *
53	43,098 *
54	42,500 *
55	42,044
56	41,764 *
57	41,530 *
58	39,330 *
59	39,312
60	38,748 *
61	38,412
62	37,452 *
63	36,775 *
64	36,379 *
65	36,305 *
66	34,992 *
67	34,872 *
68	32,175 *
69	30,926 *
70	30,132 *
71	29,297
72	29,211

AVERAGE "*"	51,010
AVERAGE ALL	50,437
AVERAGE R1	55,595
AVERAGE R2	47,548
AVERAGE D1	42,998
LEVEL 4 AVG	51,655
LEVEL 5 AVG	43,310

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

FINANCIAL ADMINISTRATOR: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	118,300 *
2	104,761 *
3	96,664 *
4	91,500 *
5	90,000 *
6	89,424 *
7	85,700
8	82,998 *
9	78,864 *
10	78,671 *
11	78,629
12	78,300
13	77,700 *
14	76,852 *
15	76,211 *
16	75,000 *
17	73,300 *
18	72,646 *
19	71,540 *
20	71,535 *
21	70,789 *
22	70,000 *
23	69,343
24	67,800 *
25	67,680 *
26	67,218 *
27	66,144 *
28	66,100 *
29	65,950 *
30	65,803 *
31	64,205 *
32	64,000 *
33	64,000 *
34	63,355 *
35	63,000 *
36	61,620 *
37	61,600 *
38	60,950
39	60,572 *
40	59,842 *
41	59,360
42	58,650 *
43	58,150
44	57,321 *
45	55,958 *
46	55,344 *
47	54,523 *
48	54,155 *
49	53,964
50	52,460 *
51	52,016 *
52	51,500 *
53	51,324 *
54	47,154 *
55	46,116 *
56	45,058 *
57	43,960

AVERAGE "*"	68,275
AVERAGE ALL	67,817
AVERAGE R1	73,045
AVERAGE R2	66,972
AVERAGE D1	61,465
LEVEL 3 AVG	71,644
LEVEL 4 AVG	68,411
LEVEL 5 AVG	51,087

FINANCIAL ADMINISTRATOR: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	125,000 *
2	122,000 *
3	106,700 *
4	104,690 *
5	102,768 *
6	101,321 *
7	101,263 *
8	97,700 *
9	95,148 *
10	92,084 *
11	91,494
12	91,032 *
13	91,000 *
14	90,500 *
15	86,040
16	85,000 *
17	84,717 *
18	84,544 *
19	83,902 *
20	83,885 *
21	83,740 *
22	83,082 *
23	83,000 *
24	82,697 *
25	82,233 *
26	82,000 *
27	82,000 *
28	81,686 *
29	81,200 *
30	81,008 *
31	81,000 *
32	81,000 *
33	80,760
34	80,142 *
35	80,100 *
36	80,000 *
37	79,600
38	79,560 *
39	79,495 *
40	79,385 *
41	79,300 *
42	77,151 *
43	77,124 *
44	77,000 *
45	75,500 *
46	74,880
47	74,702 *
48	73,950 *
49	73,762 *
50	73,720
51	72,500 *
52	72,450 *
53	72,051 *
54	72,000 *
55	70,650
56	70,349 *
57	68,500 *
58	68,159 *
59	68,153 *
60	68,090 *
61	67,983 *
62	67,236 *
63	66,760 *
64	66,000 *
65	65,440 *
66	64,884 *
67	64,480
68	63,334 *
69	63,266 *
70	63,125 *
71	62,500 *
72	62,376 *
73	60,000 *
74	59,679

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR: DIRECTOR OF PHYSICAL PLANT

RANK (CONTINUED)	SALARY
75	58,871 *
76	57,120 *
77	49,173 *
78	48,900
79	43,321 *
80	42,783

AVERAGE "*"	78,677
AVERAGE ALL	77,521
AVERAGE R1	86,759
AVERAGE R2	73,060
AVERAGE D1	66,201
LEVEL 3 AVG	81,410
LEVEL 4 AVG	75,549

FINANCIAL ADMINISTRATOR: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	92,715 *
2	90,380 *
3	89,138
4	85,659 *
5	85,513 *
6	84,200 *
7	82,800 *
8	81,900 *
9	81,120
10	80,671 *
11	79,786 *
12	79,630 *
13	79,619 *
14	78,714
15	77,297
16	76,630 *
17	76,484 *
18	75,662 *
19	74,400 *
20	74,200 *
21	73,786 *
22	73,700 *
23	72,500 *
24	72,500 *
25	72,174 *
26	71,760
27	71,281 *
28	70,000 *
29	69,400 *
30	69,167 *
31	68,414 *
32	67,624 *
33	67,540 *
34	67,420 *
35	66,500 *
36	65,571 *
37	65,436 *
38	65,412 *
39	65,400 *
40	64,541 *
41	63,864
42	63,500 *
43	63,300 *
44	62,436 *
45	61,700 *
46	61,100
47	60,989 *
48	60,400
49	60,100 *
50	60,000 *
51	59,916 *
52	59,913 *
53	59,909 *
54	59,755 *
55	59,660 *
56	59,625 *
57	58,719
58	58,110 *
59	57,842 *
60	56,870
61	56,831 *
62	56,774 *
63	56,712 *
64	55,458 *
65	55,416
66	54,360 *
67	54,000 *
68	53,805 *
69	53,562 *
70	53,304 *
71	52,800 *
72	52,495 *
73	52,400 *
74	51,968 *
75	47,900
76	47,753 *
77	47,616 *
78	47,044 *
79	46,310 *
80	43,856 *
81	40,212 *
82	39,711 *
83	39,321 *
84	38,828 *
85	37,365 *
86	36,372 *

AVERAGE "*"	63,300
AVERAGE ALL	63,797
AVERAGE R1	68,368
AVERAGE R2	61,922
AVERAGE D1	59,981
LEVEL 3 AVG	62,290
LEVEL 4 AVG	64,263

FINANCIAL ADMINISTRATOR: DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	94,388
2	92,008 *
3	89,100 *
4	87,000 *
5	85,000 *
6	83,475 *
7	83,470 *
8	82,900 *
9	82,306 *
10	80,671 *
11	78,565 *
12	78,120 *
13	77,422 *
14	75,835 *
15	73,470 *
16	73,468 *
17	73,020 *
18	72,500 *
19	71,705 *
20	71,070 *
21	69,779
22	69,764 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH &
ENVIRONMENTAL SAFETY

RANK (CONTINUED)	SALARY
23	68,881 *
24	68,300 *
25	67,432 *
26	66,514 *
27	66,300 *
28	65,900 *
29	65,874 *
30	65,040 *
31	65,000 *
32	64,561 *
33	64,460 *
34	63,840 *
35	63,111 *
36	63,000 *
37	62,731 *
38	62,100 *
39	61,305 *
40	60,000 *
41	60,000 *
42	57,938 *
43	57,192 *
44	54,648 *
45	54,554 *
46	53,143 *
47	53,000 *
48	52,500
49	52,320
50	52,060 *
51	52,010 *
52	52,005 *
53	50,508 *
54	49,396 *
55	49,152
56	48,348 *
57	47,555 *
58	46,800 *
59	46,278 *
60	44,259 *
61	42,384 *
62	42,351 *
63	41,892 *
64	41,220 *
65	40,005 *
66	38,085
67	35,012
68	33,129 *

RANK	SALARY (CONTINUED)
AVERAGE "*"	63,375
AVERAGE ALL	62,605
AVERAGE R1	69,162
AVERAGE R2	59,357
AVERAGE D1	50,197
LEVEL 3 AVG	67,700
LEVEL 4 AVG	62,070
LEVEL 5 AVG	59,689

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	210,718 *
2	210,200 *
3	198,800 *
4	187,110 *
5	176,352 *
6	175,000 *
7	(175,000)*
8	170,000 *
9	168,000 *
10	165,000 *
11	162,363 *
12	162,000 *
13	160,999
14	157,500
15	156,200 *
16	155,868 *
17	154,500
18	150,000 *
19	149,100 *
20	148,502 *
21	148,000
22	146,000 *
23	145,124 *
24	145,000 *
25	144,500 *
26	144,500
27	144,000 *
28	143,932 *
29	143,273 *
30	142,500 *
31	142,000 *
32	140,661 *
33	140,634 *
34	140,022 *
35	140,000
36	140,000 *
37	138,500 *
38	138,400 *
39	137,600 *
40	136,000 *
41	135,528 *
42	134,000 *
43	133,880 *
44	133,020 *
45	132,000 *
46	132,000
47	132,000 *
48	131,000 *
49	130,000
50	129,000
51	128,750 *
52	128,553 *
53	128,316 *
54	128,150 *
55	128,000 *
56	126,800 *
57	126,000 *
58	125,000 *
59	124,311 *
60	124,000 *
61	123,805 *
62	123,500 *
63	123,200 *
64	121,680
65	120,947 *
66	120,864
67	119,136
68	118,968 *
69	118,097 *
70	118,000 *
71	117,960 *
72	117,895 *
73	117,850 *
74	117,563 *
75	115,160 *
76	115,000 *
77	115,000 *
78	115,000 *
79	113,375 *
80	113,000 *
81	112,992 *
82	112,000 *
83	112,000 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC ADMINISTRATORS: CHIEF ACADEMIC OFFICER

RANK (CONTINUED)	SALARY
84	111,708 *
85	111,288 *
86	110,189 *
87	109,284 *
88	107,730 *
89	106,920 *
90	100,244
91	99,528 *
92	99,138 *
93	91,670 *
94	90,793 *
95	90,000 *
96	89,985 *

AVERAGE "*"	133,581
AVERAGE ALL	133,809
AVERAGE R1	145,713
AVERAGE R2	128,505
AVERAGE D1	124,505
LEVEL 2 AVG	133,231

ACADEMIC ADMINISTRATORS: INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	117,912 *
2	112,327 *
3	111,300 *
4	109,000 *
5	108,715 *
6	105,776 *
7	105,405 *
8	105,300
9	102,510 *
10	101,450 *
11	95,625 *
12	94,937 *
13	94,342 *
14	93,912 *
15	90,168 *
16	86,835
17	83,892
18	82,968 *
19	81,600 *
20	81,576 *
21	80,184
22	78,954 *
23	78,924 *
24	78,761 *
25	76,500 *
26	74,706 *
27	74,000 *
28	73,620 *
29	67,863 *
30	66,240 *
31	65,000
32	65,000 *
33	64,666 *
34	63,031 *
35	63,000
36	(59,042)*
37	58,342 *
38	54,000 *
39	53,219 *
40	50,811 *
41	50,682 *
42	45,999
43	41,108 *
44	30,591 *

AVERAGE "*"	79,718
AVERAGE ALL	79,086
AVERAGE R1	81,110
AVERAGE R2	84,546
AVERAGE D1	74,152
LEVEL 3 AVG	85,758
LEVEL 4 AVG	70,307

ACADEMIC ADMINISTRATORS: DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	(114,200)*
2	104,000
3	(100,500)*
4	97,042 *
5	94,349 *
6	89,298 *
7	87,450 *
8	87,000
9	86,520 *
10	86,154 *
11	85,293 *
12	85,000 *
13	84,460 *
14	84,460
15	83,813 *
16	83,000 *
17	82,844 *
18	78,750 *
19	74,000 *
20	(73,560)*
21	71,573 *
22	70,000 *
23	(69,024)*
24	67,620 *
25	67,000
26	63,809 *
27	62,500 *
28	62,209
29	60,798 *
30	59,160 *
31	56,040 *
32	55,861 *
33	54,500

AVERAGE "*"	78,615
AVERAGE ALL	78,236
AVERAGE R1	75,349
AVERAGE D1	74,703
LEVEL 3 AVG	78,295
LEVEL 4 AVG	68,418

ACADEMIC ADMINISTRATORS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	145,500 *
2	126,000 *
3	120,000 *
4	119,800 *
5	119,025 *
6	118,554
7	115,000 *
8	114,630 *
9	114,000 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

(CONTINUED)

RANK	SALARY
10	113,158 *
11	112,506 *
12	(112,000)*
13	111,000 *
14	110,872 *
15	110,000
16	109,500 *
17	109,000 *
18	109,000 *
19	108,960 *
20	108,293 *
21	108,000 *
22	107,500 *
23	106,488
24	105,885 *
25	104,977 *
26	104,800 *
27	104,535 *
28	103,600 *
29	103,320 *
30	102,672
31	100,700 *
32	100,557 *
33	100,000 *
34	100,000 *
35	99,200 *
36	98,614 *
37	97,708 *
38	97,584 *
39	97,000 *
40	96,000 *
41	95,000 *
42	94,235 *
43	93,441 *
44	93,350 *
45	93,289 *
46	93,000 *
47	92,579
48	92,424 *
49	92,140
50	92,115 *
51	92,024 *
52	92,000
53	91,920 *
54	91,400 *
55	91,361 *
56	91,080 *
57	90,384 *
58	90,000
59	90,000 *
60	89,675 *
61	89,549 *
62	89,237 *
63	89,160 *
64	88,000 *
65	86,595 *
66	86,153
67	85,915 *
68	85,771 *
69	85,500 *
70	85,420 *
71	85,000 *
72	85,000 *
73	83,600 *
74	83,047 *
75	82,678 *
76	82,658 *
77	82,658 *
78	81,761 *
79	81,672 *
80	79,212 *
81	78,225 *
82	77,600
83	76,513 *
84	75,700 *
85	72,342 *
86	70,550 *
87	66,490
88	64,809 *
89	64,564 *
90	63,882 *
91	59,754 *
92	55,725

AVERAGE "*"	95,271
AVERAGE ALL	94,697
AVERAGE R1	103,770
AVERAGE R2	90,599
AVERAGE D1	84,769
LEVEL 2 AVG	107,200
LEVEL 3 AVG	94,153
LEVEL 4 AVG	93,205

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	117,500 *
2	101,591 *
3	99,577 *
4	99,430 *
5	95,668 *
6	88,580 *
7	85,500 *
8	84,660 *
9	80,342 *
10	78,100 *
11	76,800 *
12	75,600 *
13	73,152 *
14	72,492 *
15	71,418 *
16	70,171 *
17	69,426 *
18	69,000 *
19	68,401 *
20	68,217 *
21	66,852 *
22	66,300 *
23	65,880 *
24	60,372 *
25	60,000 *
26	58,047 *
27	57,304 *
28	57,080 *
29	56,412
30	53,268 *
31	51,320 *
32	47,335 *
33	45,390 *
34	42,444
35	38,993 *

AVERAGE "*"	71,932
AVERAGE ALL	70,646
AVERAGE R1	80,724
AVERAGE R2	64,463
LEVEL 3 AVG	75,404
LEVEL 4 AVG	70,602
LEVEL 5 AVG	45,884

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(136,000)*
2	118,000 *
3	90,034
4	89,900 *
5	88,450 *
6	87,400 *
7	85,441 *
8	84,949 *
9	83,640 *
10	82,500 *
11	82,404 *
12	82,080
13	81,769 *
14	81,000 *
15	80,395 *
16	79,460 *
17	78,925 *
18	78,372 *
19	76,997 *
20	76,293 *
21	75,953 *
22	75,588 *
23	75,348 *
24	75,000 *
25	75,000 *
26	74,400 *
27	74,000 *
28	73,365 *
29	(72,192)*
30	72,000 *
31	71,769 *
32	71,400 *
33	70,544 *
34	70,500 *
35	69,564 *
36	69,028 *
37	68,771 *
38	68,100 *
39	67,862 *
40	67,800 *
41	67,789 *
42	(67,500)
43	67,042 *
44	66,233 *
45	66,000
46	65,071 *
47	64,979 *
48	64,814 *
49	64,600
50	64,125 *
51	64,000
52	63,853 *
53	63,294 *
54	63,099 *
55	62,100 *
56	62,090 *
57	61,200
58	60,231 *
59	60,080 *
60	60,000
61	59,993 *
62	59,868 *
63	58,570
64	57,250 *
65	57,062 *
66	57,000 *
67	56,769 *
68	56,336 *
69	55,650 *
70	55,432 *
71	55,330 *
72	54,724 *
73	52,008 *
74	51,060 *
75	49,272 *
76	48,930
77	48,498 *
78	47,353 *
79	45,600 *
80	43,143
81	40,000 *

AVERAGE "*"	69,487
AVERAGE ALL	68,767
AVERAGE R1	75,756
AVERAGE R2	67,331
AVERAGE D1	59,726
LEVEL 2 AVG	85,681
LEVEL 3 AVG	69,365
LEVEL 4 AVG	66,598
LEVEL 5 AVG	58,599

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	101,179 *
2	99,800 *
3	98,400 *
4	(95,670)*
5	(92,100)*
6	85,920 *
7	83,075 *
8	(82,750)*
9	82,416 *
10	81,840 *
11	79,502 *
12	78,643 *
13	(78,000)*
14	77,414 *
15	76,800 *
16	75,333 *
17	75,000 *
18	75,000 *
19	73,500 *
20	73,431 *
21	72,681 *
22	72,306 *
23	71,750 *
24	71,500 *
25	71,374
26	70,711 *
27	70,707
28	70,700 *
29	70,272
30	70,150 *
31	69,657
32	69,648 *
33	69,077 *
34	(69,024)*
35	69,000 *
36	68,700
37	68,246 *
38	68,082 *
39	66,708 *
40	66,680 *
41	66,498 *
42	65,681 *
43	65,558 *
44	65,484 *
45	65,139 *
46	63,750
47	63,036 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

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TABLE I (CONTINUED)

ACADEMIC ADMINISTRATORS: REGISTRAR

RANK (CONTINUED)	SALARY
48	62,595
49	62,372 *
50	62,250 *
51	61,861 *
52	61,600 *
53	61,500 *
54	61,360 *
55	61,323
56	61,193
57	60,442 *
58	59,920
59	59,256
60	59,200 *
61	58,800 *
62	58,512 *
63	57,878 *
64	57,192 *
65	56,769 *
66	56,500
67	56,430 *
68	56,000 *
69	55,340 *
70	55,104 *
71	(55,000)*
72	55,000 *
73	(54,920)*
74	54,900 *
75	54,592 *
76	53,841 *
77	53,567 *
78	53,200 *
79	53,000 *
80	(51,000)*
81	49,812 *
82	48,134 *
83	47,700 *
84	45,800 *
85	45,211 *
86	45,023 *
87	44,715 *
88	43,620 *
89	42,263 *
90	37,885 *

RANK	SALARY (CONTINUED)
AVERAGE "x"	65,323
AVERAGE ALL	65,227
AVERAGE R1	67,788
AVERAGE R2	63,101
AVERAGE D1	62,837
LEVEL 3 AVG	71,522
LEVEL 4 AVG	63,825
LEVEL 5 AVG	50,923

ACADEMIC DEANS: AGRICULTURE

RANK	SALARY
1	180,353 *
2	(159,500)*
3	(152,500)*
4	140,000 *
5	(138,672)*
6	138,000 *
7	137,700 *
8	(137,100)*
9	133,752 *
10	132,500 *
11	(131,325)*
12	129,507 *
13	129,000 *
14	125,791 *
15	125,240 *
16	125,200 *
17	124,673 *
18	(123,000)*
19	121,800 *
20	120,072 *
21	119,676 *
22	119,000 *
23	(117,288)*
24	(113,712)*
25	112,000 *
26	111,666 *
27	(109,260)*
28	108,310 *
29	103,466 *
30	102,565 *
31	100,000 *
32	99,257 *
33	(98,712)*
34	(97,074)*
35	96,384 *
36	93,679 *
37	(89,698)*
38	85,579 *
39	68,813 *
AVERAGE "x"	119,278
AVERAGE ALL	119,278
AVERAGE R1	127,580
AVERAGE R2	113,190
LEVEL 3 AVG	119,267

ACADEMIC DEANS: ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	152,000 *
2	133,248 *
3	127,500 *
4	126,690 *
5	125,000 *
6	120,965 *
7	(119,016)*
8	116,857
9	115,800 *
10	115,500 *
11	115,356 *
12	114,099 *
13	113,850 *
14	112,500 *
15	111,243 *
16	111,000 *
17	110,000 *
18	110,000 *
19	109,781 *
20	106,000 *
21	105,000 *
22	104,860 *
23	102,000 *
24	100,308 *
25	100,180 *
26	100,160 *
27	100,101 *
28	99,771 *
29	96,977 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS: ARCHITECURE/ENVIRONMENTAL DESIGN

RANK (CONTINUED)	SALARY
30	95,000
31	94,570 *
32	93,600 *
33	91,970 *
34	91,814 *
35	87,550 *
36	86,320 *
37	85,667 *

AVERAGE "*" 108,297
AVERAGE ALL 108,169

AVERAGE R1 113,568
AVERAGE R2 99,630

LEVEL 3 AVG 108,008

ACADEMIC DEANS: ARTS AND LETTERS

RANK	SALARY
1	128,000 *
2	125,000
3	119,000 *
4	115,600 *
5	111,000 *
6	108,600
7	(103,800)*
8	99,425
9	95,000
10	91,000 *
11	85,783 *

AVERAGE "*" 107,740
AVERAGE ALL 107,473

LEVEL 3 AVG 109,121

ACADEMIC DEANS: ARTS AND SCIENCES

RANK	SALARY
1	200,000 *
2	172,500 *
3	169,008 *
4	148,000
5	146,300 *
6	145,000
7	140,640 *
8	136,300 *
9	136,200 *
10	131,000 *
11	130,698
12	130,000
13	127,952 *
14	126,175
15	125,000 *
16	125,000 *
17	124,817 *
18	124,409 *
19	123,487 *
20	123,000
21	123,000 *
22	123,000 *
23	121,220 *
24	119,000 *
25	118,450 *
26	118,404 *
27	115,856 *
28	114,700 *
29	111,300 *
30	110,489 *
31	110,169 *
32	109,580 *
33	109,050 *
34	108,816 *
35	108,200 *
36	108,150 *
37	107,387 *
38	105,012 *
39	104,847 *
40	104,624 *
41	103,573 *
42	103,478 *
43	103,090 *
44	102,714 *
45	102,674
46	102,628 *
47	101,088 *
48	99,872 *
49	98,600 *
50	97,000 *
51	96,936
52	96,312 *
53	95,000 *
54	91,936 *
55	90,000 *
56	89,878 *
57	86,835 *
58	81,595 *
59	79,268 *
60	76,260 *

AVERAGE "*" 114,096
AVERAGE ALL 115,591

AVERAGE R1 128,791
AVERAGE R2 104,339
AVERAGE D1 110,371

LEVEL 3 AVG 114,738

ACADEMIC DEANS: BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	199,000 *
2	194,500 *
3	182,526 *
4	182,500 *
5	180,250 *
6	177,000 *
7	171,050 *
8	166,500 *
9	165,700 *
10	164,801 *
11	164,004 *
12	163,980 *
13	162,180 *
14	160,000 *
15	159,378 *
16	159,000 *
17	153,522 *
18	152,410 *
19	147,950
20	144,755
21	144,300
22	144,000

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK (CONTINUED)	SALARY
23	142,475 *
24	141,800 *
25	141,325 *
26	140,100 *
27	135,200 *
28	134,405
29	134,001 *
30	133,000 *
31	132,000 *
32	132,000 *
33	131,500 *
34	129,135 *
35	128,000 *
36	127,123 *
37	126,000 *
38	125,883 *
39	125,800 *
40	125,118 *
41	125,000
42	125,000 *
43	125,000 *
44	124,729 *
45	124,560 *
46	124,000 *
47	121,980 *
48	120,976 *
49	120,096 *
50	120,042 *
51	120,000 *
52	120,000 *
53	119,732 *
54	119,699 *
55	119,520 *
56	119,480 *
57	118,000
58	115,000 *
59	115,000 *
60	113,316 *
61	112,330 *
62	112,200 *
63	111,681 *
64	111,386 *
65	111,000
66	110,850
67	110,770 *
68	110,000 *
69	109,870 *
70	109,725 *
71	108,315 *
72	108,150 *
73	107,004 *
74	106,464 *
75	106,375 *
76	106,092 *
77	105,675 *
78	100,980
79	99,132 *
80	99,066 *
81	95,397 *
82	93,254
83	91,062 *
84	90,000 *
85	87,612 *
86	84,670 *
87	81,540 *
88	80,414 *
89	74,480 *

AVERAGE "*"	128,158
AVERAGE ALL	127,762
AVERAGE R1	143,292
AVERAGE R2	122,612
AVERAGE D1	113,559
LEVEL 2 AVG	137,873
LEVEL 3 AVG	126,639

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	140,920 *
2	127,500 *
3	114,300 *
4	111,912
5	109,488 *
6	107,016 *
7	105,060 *
8	105,000 *
9	101,236
10	101,100 *
11	100,721 *
12	100,000 *
13	100,000 *
14	98,515 *
15	97,982 *
16	97,950 *
17	97,620 *
18	96,660 *
19	96,000 *
20	(95,670)*
21	95,100 *
22	95,000 *
23	94,840 *
24	94,507 *
25	93,300
26	92,224 *
27	91,528 *
28	91,200 *
29	90,747 *
30	89,367 *
31	86,578
32	86,528 *
33	86,525 *
34	85,905 *
35	83,542 *
36	82,748
37	82,655 *
38	82,000 *
39	82,000
40	81,279 *
41	81,000 *
42	80,467 *
43	79,446 *
44	75,700 *
45	75,350 *
46	75,260 *
47	75,000 *
48	66,538
49	66,299 *
50	65,605 *
51	65,601 *
52	63,625 *
53	62,000 *
54	60,900 *
55	60,000 *
56	47,840 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS:
CONTINUING EDUCATION

(CONTINUED)

AVERAGE "*"	88,746
AVERAGE ALL	88,801
AVERAGE R1	94,107
AVERAGE R2	87,113
AVERAGE D1	84,773
LEVEL 3 AVG	91,181
LEVEL 4 AVG	77,489

ACADEMIC DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	110,461 *
2	110,000
3	(109,260)*
4	107,000 *
5	106,300 *
6	99,359 *
7	96,554 *
8	88,950 *
9	76,470 *
10	75,200 *

AVERAGE "*"	96,617
AVERAGE ALL	97,955
LEVEL 3 AVG	99,669

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	156,500 *
2	145,500 *
3	144,636 *
4	141,000 *
5	138,500 *
6	137,837 *
7	132,288 *
8	128,300 *
9	125,000 *
10	122,500 *
11	122,450 *
12	122,093 *
13	120,396
14	119,000 *
15	119,000 *
16	118,000 *
17	118,000 *
18	117,010 *
19	116,617 *
20	116,390
21	115,755 *
22	115,600
23	115,000 *
24	114,651
25	114,400 *
26	114,264 *
27	113,700 *
28	113,300 *
29	112,300 *
30	110,800 *
31	110,749 *
32	110,393 *
33	110,313 *
34	109,499 *
35	108,675 *
36	108,630 *
37	108,018 *
38	108,000
39	107,622 *
40	106,890 *
41	106,500 *
42	106,000 *
43	106,000 *
44	105,000 *
45	105,000 *
46	105,000 *
47	104,414 *
48	104,004 *
49	104,000 *
50	103,896 *
51	103,680 *
52	103,246 *
53	103,000
54	103,000
55	102,300 *
56	101,600 *
57	101,500 *
58	101,000 *
59	100,980
60	100,615 *
61	99,816 *
62	99,580 *
63	98,809 *
64	96,227 *
65	95,008 *
66	94,596
67	94,100 *
68	93,884 *
69	93,000 *
70	92,883 *
71	92,124
72	92,004 *
73	90,500 *
74	89,878 *
75	89,828
76	89,082 *
77	89,000 *
78	87,904 *
79	87,288 *
80	86,804 *
81	86,202 *
82	85,971
83	84,782 *
84	82,834 *
85	82,430 *
86	81,722 *
87	78,282 *
88	74,130 *

AVERAGE "*"	106,901
AVERAGE ALL	106,466
AVERAGE R1	113,733
AVERAGE R2	102,246
AVERAGE D1	100,452
LEVEL 3 AVG	105,750

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	207,200 *
2	184,000 *
3	180,250 *
4	178,500 *
5	175,100 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS:
ENGINEERING

RANK (CONTINUED)	SALARY
6	172,640
7	168,000 *
8	166,400 *
9	164,100 *
10	161,732 *
11	159,263 *
12	158,181 *
13	155,085 *
14	150,960 *
15	150,000 *
16	147,600 *
17	145,524
18	145,000 *
19	140,000 *
20	139,500 *
21	139,000
22	138,000 *
23	138,000 *
24	137,629 *
25	137,211
26	137,000 *
27	136,505 *
28	136,400 *
29	135,000
30	134,185 *
31	133,900 *
32	133,864 *
33	132,500 *
34	132,500
35	131,842 *
36	131,440 *
37	130,510 *
38	130,000 *
39	130,000 *
40	130,000 *
41	126,516
42	125,434 *
43	125,000 *
44	124,076 *
45	123,524 *
46	122,600 *
47	122,000 *
48	121,020 *
49	120,500 *
50	120,000 *
51	119,832 *
52	(119,016)*
53	119,000 *
54	118,742 *
55	118,086 *
56	117,000 *
57	117,000 *
58	115,812 *
59	115,000 *
60	114,752 *
61	114,705 *
62	112,416 *
63	111,569
64	110,838 *
65	110,395 *
66	107,000 *
67	106,160 *
68	104,541 *
69	102,554 *
70	99,495 *
71	99,180 *
72	95,325 *
73	93,644 *
74	89,810 *
75	83,640 *

AVERAGE "*" 131,056
AVERAGE ALL 131,743

AVERAGE R1 143,164
AVERAGE R2 122,681

LEVEL 3 AVG 130,896

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY
1	142,000 *
2	135,924 *
3	125,004 *
4	124,000 *
5	121,250 *
6	110,000 *
7	108,161 *
8	108,150
9	104,040 *
10	103,018 *
11	102,959 *
12	102,000 *
13	101,004
14	100,860 *
15	100,350 *
16	100,000 *
17	98,748 *
18	98,600 *
19	98,497
20	98,000
21	97,367
22	95,000 *
23	(93,990)*
24	92,904
25	92,722
26	90,757
27	90,296 *
28	83,732 *
29	83,556 *
30	82,772 *
31	82,000 *
32	58,149 *

AVERAGE "*" 101,934
AVERAGE ALL 100,807

AVERAGE R1 104,593

LEVEL 3 AVG 100,147

ACADEMIC DEANS:
FORESTRY

RANK	SALARY
1	134,600 *
2	116,529 *
3	116,000 *
4	108,200 *
5	108,150 *
6	102,804 *
7	95,850 *
8	85,509 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS:
FORESTRY

(CONTINUED)

AVERAGE "*"	108,455
AVERAGE ALL	108,455
LEVEL 3 AVG	109,263

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	(165,200)*
2	148,000 *
3	145,000
4	145,000 *
5	145,000 *
6	139,374 *
7	134,840 *
8	(132,600)*
9	(130,000)*
10	(127,812)
11	124,900 *
12	(123,508)*
13	123,155 *
14	122,388 *
15	(119,167)*
16	(119,076)*
17	115,253 *
18	114,600 *
19	(114,500)*
20	(113,316)*
21	(112,415)*
22	(112,200)*
23	112,000 *
24	112,000 *
25	(110,749)*
26	(110,410)*
27	109,565 *
28	(109,496)*
29	108,000
30	(106,500)*
31	105,685 *
32	105,000 *
33	(103,500)*
34	103,117 *
35	102,792 *
36	(101,825)*
37	(101,416)*
38	101,065 *
39	100,000 *
40	99,063 *
41	99,008 *
42	98,490 *
43	98,363
44	98,328
45	(98,160)*
46	(97,850)*
47	97,335 *
48	97,005 *
49	96,841 *
50	94,800 *
51	94,610 *
52	(93,249)*
53	(93,016)*
54	92,667
55	91,613
56	90,360 *
57	90,000 *
58	89,605
59	89,200 *
60	88,347 *
61	(87,931)*
62	86,785 *
63	86,652 *
64	85,900
65	85,066 *
66	84,336 *
67	84,200
68	83,541 *
69	83,200
70	77,053 *
71	76,671 *
72	75,903 *
73	74,059 *
74	68,200 *
75	66,473 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	105,007
AVERAGE ALL	104,335
AVERAGE R1	114,638
AVERAGE R2	101,984
AVERAGE D1	90,912
LEVEL 2 AVG	116,224
LEVEL 3 AVG	102,291

ACADEMIC DEANS:
HEALTH/PHYSICAL
EDUCATION/RECREATION

RANK	SALARY
1	125,500 *
2	117,500 *
3	108,656 *
4	108,000 *
5	107,520 *
6	107,304 *
7	107,187 *
8	103,907 *
9	99,254 *
10	93,000 *
11	83,636
12	78,051 *
13	63,924 *

AVERAGE "*"	101,650
AVERAGE ALL	100,265
LEVEL 3 AVG	100,391

ACADEMIC DEANS:
HOME ECONOMICS

RANK	SALARY
1	130,008 *
2	125,700 *
3	121,800 *
4	120,190 *
5	113,117 *
6	111,000 *
7	108,600 *

ACADEMIC DEANS:
HOME ECONOMICS

RANK	SALARY
(CONTINUED)	
8	108,572 *
9	107,250
10	105,432 *
11	105,060 *
12	104,725 *
13	102,000 *
14	100,505 *
15	100,000 *
16	99,931 *
17	99,300 *
18	95,095 *
19	89,800 *
20	86,835 *
21	83,694 *
22	81,907 *
23	74,880 *

AVERAGE "*"	103,098
AVERAGE ALL	103,278
AVERAGE R1	107,458
LEVEL 3 AVG	104,546

ACADEMIC DEANS:
HUMANITIES

RANK	SALARY
1	143,100 *
2	128,933 *
3	114,494 *
4	110,000 *
5	108,020 *
6	108,000 *
7	107,161 *
8	(103,800)*
9	90,464 *
10	85,896
11	76,470 *
12	65,000 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	105,040
AVERAGE ALL	103,445
LEVEL 3 AVG	101,128

ACADEMIC DEANS:
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	130,000 *
2	130,000 *
3	125,460 *
4	120,564 *
5	113,600 *
6	113,000 *
7	110,775 *
8	108,640 *
9	108,394 *
10	107,559 *
11	107,165 *
12	106,400 *
13	106,000 *
14	105,000
15	104,600 *
16	(99,561)*
17	97,000 *
18	91,670 *
19	91,296 *
20	89,000 *
21	88,945 *
22	87,072 *
23	78,000 *

AVERAGE "*"	105,214
AVERAGE ALL	105,204
AVERAGE R1	109,123
LEVEL 3 AVG	104,935

ACADEMIC DEANS:
LAW

RANK	SALARY
1	214,240
2	180,250 *
3	179,478
4	174,000 *
5	172,000 *
6	169,700 *
7	169,000 *
8	168,500
9	162,487 *
10	160,000 *
11	155,440 *
12	155,039 *
13	155,000 *
14	154,338
15	154,193 *
16	149,738 *
17	145,000
18	145,000 *
19	143,000 *
20	140,785 *
21	140,112 *
22	138,145 *
23	137,660 *
24	136,287 *
25	136,000 *
26	134,809 *
27	133,900 *
28	133,805 *
29	132,900 *
30	132,400 *
31	131,580 *
32	131,250 *
33	130,652 *
34	130,000
35	129,964 *
36	129,272 *
37	129,000 *
38	128,757 *
39	127,677 *
40	118,608 *
41	113,300 *
42	113,088 *
43	96,432 *
44	92,123 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS:
LAW

(CONTINUED)

AVERAGE "*" 139,825
AVERAGE ALL 143,293

AVERAGE R1 152,206
AVERAGE R2 123,931

LEVEL 3 AVG 142,212

ACADEMIC DEANS:
LIBERAL ARTS

RANK	SALARY
1	144,000 *
2	135,687 *
3	119,697 *
4	110,746 *
5	103,680 *
6	100,280 *
7	100,272 *
8	99,504 *
9	98,000 *
10	93,300 *
11	82,330 *

AVERAGE "*" 107,954
AVERAGE ALL 107,954

LEVEL 3 AVG 108,799

ACADEMIC DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	178,300 *
2	120,000 *
3	114,330 *
4	110,000
5	(107,500)*
6	(104,000)*
7	103,320 *
8	102,000 *
9	100,674 *
10	100,000 *
11	100,000 *
12	(99,561)*
13	99,500 *
14	98,000 *
15	97,708 *
16	91,000 *
17	85,300 *
18	83,600 *
19	81,120
20	80,737 *
21	54,102 *

AVERAGE "*" 101,033
AVERAGE ALL 100,512

AVERAGE R1 109,724

LEVEL 3 AVG 101,852

ACADEMIC DEANS:
MATHEMATICS

RANK	SALARY
1	150,000 *
2	131,500 *
3	(118,000)*
4	103,000 *
5	98,008 *

AVERAGE "*" 120,102
AVERAGE ALL 120,102

LEVEL 3 AVG 117,500

ACADEMIC DEANS:
MUSIC

RANK	SALARY
1	140,500 *
2	138,988 *
3	131,000 *
4	114,336
5	112,261 *
6	106,000 *
7	104,988 *
8	99,000 *
9	98,671 *
10	96,305
11	94,500 *
12	(93,990)*
13	92,000 *
14	92,000 *
15	91,488 *
16	90,699 *
17	85,000 *

AVERAGE "*" 104,739
AVERAGE ALL 104,807

LEVEL 3 AVG 103,915

ACADEMIC DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	141,757 *
2	140,080 *
3	130,000 *
4	125,500 *
5	112,000
6	111,997 *
7	103,685 *
8	98,385 *
9	78,060 *

AVERAGE "*" 116,183
AVERAGE ALL 115,718

LEVEL 3 AVG 118,492
LEVEL 4 AVG 102,415

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	190,035 *
2	170,000 *
3	144,200 *
4	140,000

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

ACADEMIC DEANS:
SCIENCE

RANK (CONTINUED)	SALARY
5	(137,100)*
6	128,170
7	128,010 *
8	128,000 *
9	124,496 *
10	123,579 *
11	123,336 *
12	120,000 *
13	119,600 *
14	(118,000)*
15	117,000 *
16	116,659 *
17	114,649 *
18	113,700
19	112,500 *
20	111,614 *
21	110,748 *
22	108,570
23	106,464 *
24	106,000 *
25	104,957 *
26	104,088 *
27	97,644 *
28	90,686 *
29	86,244 *

AVERAGE "x"	120,224
AVERAGE ALL	120,553
AVERAGE R1	127,435
LEVEL 3 AVG	121,184

ACADEMIC DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	158,004 *
2	134,100 *
3	131,070 *
4	130,000 *
5	124,175 *
6	122,835 *
7	120,000 *
8	113,200 *
9	113,169
10	110,313 *
11	108,200
12	108,000 *
13	101,021 *
14	85,000 *
15	82,867 *

AVERAGE "x"	116,968
AVERAGE ALL	116,130
AVERAGE R1	119,063
LEVEL 3 AVG	119,314

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	139,800 *
2	132,702 *
3	131,197 *
4	121,379 *
5	120,510 *
6	115,000 *
7	114,000 *
8	110,511
9	110,208 *
10	108,000 *
11	107,000 *
12	105,218 *
13	104,500 *
14	104,030
15	104,010 *
16	102,058 *
17	100,000
18	97,000 *
19	94,683 *
20	93,468 *
21	93,215 *
22	92,000 *
23	92,000 *
24	88,312 *
25	87,150 *
26	83,052 *
27	70,996 *

RANK SALARY
(CONTINUED)

AVERAGE "x"	104,477
AVERAGE ALL	104,518
AVERAGE R1	107,235
LEVEL 3 AVG	105,142

ACADEMIC DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	130,000 *
2	117,446 *
3	116,223 *
4	113,832 *
5	107,100 *
6	102,314
7	101,000 *
8	93,505 *
9	92,100
10	89,880 *
11	89,333
12	87,841 *
13	82,560 *
14	82,263 *
15	77,300 *
16	75,900 *
17	66,619 *
18	59,200

AVERAGE "x"	95,819
AVERAGE ALL	93,579
AVERAGE R1	100,665
LEVEL 3 AVG	95,627

ACADEMIC DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	111,792 *
2	100,500 *
3	96,000
4	90,114 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK (CONTINUED)	SALARY
5	90,000 *
6	85,372 *
7	78,750
8	69,802 *
9	54,040
10	53,130 *

AVERAGE "*"	85,816
AVERAGE ALL	82,950
LEVEL 3 AVG	87,220

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	200,000 *
2	183,600 *
3	178,500 *
4	162,500 *
5	157,620 *
6	154,116 *
7	151,224 *
8	149,350
9	131,618 *
10	131,004 *
11	130,671
12	130,224 *
13	126,001 *
14	122,152 *
15	120,000 *
16	99,300 *
17	86,700
18	78,960 *

RANK SALARY (CONTINUED)

AVERAGE "*"	141,788
AVERAGE ALL	138,530
AVERAGE R1	145,697
LEVEL 3 AVG	134,914

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	153,350 *
2	150,000 *
3	133,551
4	128,000 *
5	120,000 *
6	114,500
7	110,000 *
8	109,555 *
9	107,186 *
10	106,590 *
11	106,000
12	105,575
13	103,500 *
14	101,112 *
15	101,112
16	97,335 *
17	97,227 *
18	96,386 *
19	94,627 *
20	94,306 *
21	94,080
22	88,885 *
23	87,826 *
24	87,000 *
25	85,628 *

AVERAGE "*"	106,238
AVERAGE ALL	106,933
AVERAGE R1	115,321
LEVEL 3 AVG	105,596

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	346,800 *
2	297,670
3	294,800 *
4	288,751
5	285,796
6	280,961 *
7	280,809 *
8	280,500 *
9	254,658 *
10	245,899 *
11	232,150 *
12	228,906 *
13	227,400 *
14	226,444 *
15	225,000 *
16	187,488 *
17	184,100 *
18	180,000 *
19	177,183 *
20	174,319 *
21	170,000 *
22	169,000 *
23	161,950 *
24	148,520 *
25	144,658 *
26	137,115 *
27	132,714 *
28	122,200 *
29	105,000 *
30	83,148 *
31	78,060 *
32	73,850 *

AVERAGE "*"	191,505
AVERAGE ALL	200,808
AVERAGE R1	214,919
LEVEL 2 AVG	190,566
LEVEL 3 AVG	199,356

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

MEDICAL DEANS:
NURSING

RANK	SALARY
1	154,800 *
2	149,229 *
3	137,500 *
4	132,000 *
5	131,004 *
6	130,000 *
7	127,500 *
8	126,755 *
9	126,276 *
10	120,000 *
11	117,441
12	117,000 *
13	116,800 *
14	115,566 *
15	115,000 *
16	112,675 *
17	112,476 *
18	112,458 *
19	111,850 *
20	110,000 *
21	110,000 *
22	108,757 *
23	107,575 *
24	105,735 *
25	105,000 *
26	103,000 *
27	102,416 *
28	100,835 *
29	99,500
30	99,216 *
31	98,332 *
32	97,150 *
33	96,537 *
34	95,876 *
35	92,714 *
36	90,500 *
37	90,000 *
38	87,975 *
39	86,630
40	85,000 *
41	83,101
42	79,800 *

RANK	SALARY (CONTINUED)
AVERAGE "*"	110,929
AVERAGE ALL	109,571
AVERAGE R1	117,470
LEVEL 3 AVG	109,500

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	164,300 *
2	160,422 *
3	142,799 *
4	142,232 *
5	141,000 *
6	140,000 *
7	135,000
8	133,000 *
9	132,911 *
10	132,000 *
11	130,000 *
12	126,278 *
13	125,693
14	121,540
15	120,856 *
16	120,681 *
17	120,000 *
18	118,718 *
19	113,300 *
20	111,780 *
21	107,000 *
22	106,296 *
23	103,827 *
24	103,018 *
25	100,608 *
26	93,943 *
27	88,192 *
28	80,062 *

RANK	SALARY (CONTINUED)
AVERAGE "*"	121,329
AVERAGE ALL	121,981
AVERAGE R1	128,650
LEVEL 3 AVG	122,366

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	160,000 *
2	157,500 *
3	156,000
4	150,000 *
5	125,388 *
6	122,188 *
7	113,951 *
AVERAGE "*"	138,171
AVERAGE ALL	140,718
LEVEL 3 AVG	140,718

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	158,844 *
2	154,500 *
3	144,700 *
4	138,900 *
5	137,000 *
6	135,900 *
7	134,500 *
8	132,700 *
9	126,250 *
10	125,908 *
11	123,876 *
12	122,471 *
13	121,098 *
14	115,000 *
15	113,856 *
16	109,620 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

MEDICAL DEANS:
VETERINARY MEDICINE

RANK (CONTINUED)	SALARY
17	102,723 *
18	99,358 *
19	96,950 *
20	89,210 *

AVERAGE "*" 124,168
AVERAGE ALL 124,168

AVERAGE R1 128,749

LEVEL 3 AVG 124,501

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	156,038 *
2	151,104 *
3	128,750 *
4	127,500 *
5	124,000 *
6	124,000 *
7	123,760 *
8	123,500 *
9	123,415 *
10	120,230 *
11	120,000 *
12	119,400
13	119,000 *
14	118,450 *
15	117,200 *
16	116,200 *
17	115,514
18	115,303
19	115,000 *
20	(114,200)*
21	113,464 *
22	113,220 *
23	113,157 *
24	112,600
25	112,548
26	112,500 *
27	111,366 *
28	110,500 *
29	110,000 *
30	110,000 *
31	109,700 *
32	108,925 *
33	108,457 *
34	108,281 *
35	108,100 *
36	106,253 *
37	106,000 *
38	105,600 *
39	105,500 *
40	105,472 *
41	105,000 *
42	104,523 *
43	104,000 *
44	103,600 *
45	103,428 *
46	103,049
47	102,516 *
48	101,719 *
49	101,355 *
50	101,000 *
51	100,709 *
52	(100,500)*
53	100,104 *
54	100,000 *
55	99,500 *
56	99,273 *
57	99,204
58	98,000
59	97,700 *
60	97,000
61	95,203 *
62	95,004 *
63	94,815
64	94,600 *
65	94,484 *
66	94,474 *
67	93,500 *
68	93,000 *
69	92,850 *
70	92,405 *
71	92,000
72	91,768 *
73	91,500 *
74	90,943 *
75	90,000 *
76	90,000 *
77	89,270 *
78	89,020 *
79	88,194 *
80	88,142 *
81	(86,195)*
82	85,640 *
83	85,160 *
84	85,005 *
85	85,000 *
86	83,640 *
87	82,900 *
88	81,669 *
89	80,263 *
90	74,956 *
91	69,500 *

AVERAGE "*" 103,351
AVERAGE ALL 103,599

AVERAGE R1 111,047
AVERAGE R2 99,094
AVERAGE D1 97,797

LEVEL 2 AVG 104,319
LEVEL 3 AVG 93,407

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	112,000 *
2	102,250 *
3	100,008 *
4	92,735 *
5	92,400 *
6	92,333 *
7	89,000 *
8	88,965 *
9	87,385 *
10	82,700 *
11	82,000 *
12	81,844 *
13	81,500 *
14	81,031 *
15	81,000 *
16	78,440 *
17	78,275 *
18	78,200 *
19	78,000 *
20	77,495 *
21	77,280 *
22	76,976

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

STUDENT SERVICES ADMIN.: DIRECTOR OF HOUSING

RANK (CONTINUED)	SALARY
23	75,000 *
24	73,269 *
25	72,155 *
26	70,665 *
27	70,420 *
28	70,313
29	69,523 *
30	68,856 *
31	68,200 *
32	67,629 *
33	(66,720)*
34	66,676
35	66,665 *
36	66,500 *
37	66,187 *
38	65,500 *
39	65,148 *
40	63,502 *
41	63,250 *
42	63,000 *
43	62,990 *
44	62,527 *
45	62,500 *
46	62,376 *
47	62,019 *
48	62,000 *
49	61,560 *
50	61,200 *
51	61,200 *
52	60,401 *
53	60,210
54	59,760 *
55	59,500 *
56	59,047 *
57	58,425 *
58	58,370 *
59	57,726
60	57,120 *
61	56,520
62	56,430 *
63	(55,965)*
64	55,672 *
65	55,008 *
66	55,000 *
67	54,600
68	54,438
69	54,276 *
70	54,080 *
71	53,320 *
72	53,300 *
73	53,101 *
74	50,913 *
75	49,853 *
76	49,508 *
77	49,056 *
78	48,823 *
79	47,840 *
80	44,732 *
81	44,350
82	44,223 *
83	42,264 *
84	40,170 *
85	39,277 *

AVERAGE "*"	66,590
AVERAGE ALL	65,913
AVERAGE R1	73,793
AVERAGE R2	61,039
AVERAGE D1	57,955
LEVEL 3 AVG	71,649
LEVEL 4 AVG	62,966

STUDENT SERVICES ADMIN.: DIRECTOR OF DINING SERVICES

RANK	SALARY
1	86,338 *
2	84,676 *
3	80,486 *
4	80,000 *
5	76,855 *
6	72,328 *
7	71,400 *
8	70,790 *
9	69,680 *
10	68,225 *
11	(66,720)*
12	66,700 *
13	63,199 *
14	63,000 *
15	62,412 *
16	62,100 *
17	58,692
18	57,949 *
19	57,000 *
20	56,600
21	(55,965)*
22	55,260 *
23	54,841 *
24	53,172 *
25	52,160 *
26	50,328 *
27	50,268 *
28	50,000 *
29	49,900 *
30	49,897 *
31	49,273 *
32	48,132 *
33	47,312 *
34	47,076 *
35	44,640 *
36	32,749 *

AVERAGE "*"	60,319
AVERAGE ALL	60,170
AVERAGE R1	65,091
AVERAGE R2	56,572
LEVEL 3 AVG	62,975
LEVEL 4 AVG	61,816
LEVEL 5 AVG	55,818

STUDENT SERVICES ADMIN.: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	115,500 *
2	88,080 *
3	87,358 *
4	87,000
5	86,542 *
6	86,413
7	85,300 *
8	83,600 *
9	83,199
10	83,160 *
11	83,000 *
12	82,700
13	82,400 *
14	81,761 *
15	81,389 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT
AFFAIRS

RANK (CONTINUED)	SALARY	
16	(80,000)	*
17	79,500	*
18	78,795	*
19	77,441	*
20	77,033	*
21	76,836	*
22	76,700	*
23	76,428	*
24	75,938	
25	75,000	*
26	73,529	*
27	73,500	*
28	73,082	*
29	72,000	*
30	71,750	*
31	70,040	*
32	69,948	*
33	69,722	*
34	69,600	*
35	68,289	*
36	68,000	*
37	66,953	*
38	66,080	
39	65,687	*
40	65,000	*
41	64,666	*
42	63,839	*
43	62,004	*
44	62,000	
45	61,755	*
46	60,623	*
47	60,000	*
48	59,754	*
49	58,884	*
50	58,486	*
51	57,836	*
52	57,280	*
53	55,222	
54	53,518	*
55	49,829	*
56	49,594	*
57	48,821	*
58	44,748	*

RANK SALARY
(CONTINUED)

AVERAGE "*"	70,891
AVERAGE ALL	71,433
AVERAGE R1	75,470
AVERAGE R2	68,973
AVERAGE D1	67,275
LEVEL 2 AVG	76,362
LEVEL 3 AVG	72,019
LEVEL 4 AVG	69,444

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY	
1	148,950	*
2	144,192	*
3	127,000	*
4	126,684	*
5	126,443	*
6	125,486	*
7	125,160	*
8	125,000	
9	124,488	*
10	122,916	*
11	122,040	*
12	117,700	*
13	115,747	*
14	115,229	*
15	113,799	*
16	112,224	*
17	111,920	*
18	104,547	*
19	103,583	*
20	102,133	*
21	100,000	*
22	99,993	*
23	99,960	*
24	98,724	*
25	98,400	*
26	96,642	*
27	95,000	*
28	94,866	*
29	91,403	*
30	91,400	*
31	91,130	*
32	90,195	*
33	89,800	
34	89,733	*
35	88,542	*
36	88,425	*
37	87,400	*
38	87,288	*
39	86,094	*
40	86,081	*
41	85,783	*
42	85,217	*
43	85,194	*
44	84,000	*
45	83,574	*
46	82,820	*
47	82,332	
48	80,000	
49	77,969	*
50	76,602	*
51	76,284	*
52	76,008	
53	75,000	*
54	74,300	*
55	73,260	*
56	71,112	
57	70,000	*
58	69,138	
59	68,179	*
60	68,000	*
61	66,231	*
62	65,634	*
63	65,000	*
64	63,819	*
65	63,696	*
66	62,712	*
67	62,646	*
68	61,401	*
69	57,900	*
70	56,284	*
71	56,193	
72	52,674	*
73	50,400	*
74	48,835	
75	47,494	*
76	46,476	*
77	45,912	*
78	45,895	*

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT
HEALTH CENTER

(CONTINUED)

AVERAGE "*"	88,868
AVERAGE ALL	87,568
AVERAGE R1	98,131
AVERAGE R2	85,048
AVERAGE D1	72,179
LEVEL 3 AVG	84,929
LEVEL 4 AVG	88,584

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER
SERVICES

RANK	SALARY
1	(86,259)*
2	(83,727)
3	80,905 *
4	79,800 *
5	75,923 *
6	75,036
7	74,556 *
8	73,500 *
9	73,136 *
10	71,791 *
11	71,081 *
12	70,700 *
13	69,718 *
14	69,010 *
15	66,748 *
16	65,720 *
17	63,150 *
18	62,850 *
19	62,345 *
20	62,212 *
21	61,825
22	61,310
23	61,240 *
24	61,200 *
25	60,972 *
26	60,654 *
27	60,033 *
28	60,000 *
29	59,673 *
30	59,328 *
31	59,103 *
32	58,920
33	58,916
34	58,200 *
35	57,885 *
36	57,577 *
37	57,346 *
38	57,329 *
39	56,811
40	56,780 *
41	56,532 *
42	56,385 *
43	56,096 *
44	55,268 *
45	55,000
46	54,413 *
47	53,366 *
48	53,172 *
49	53,000 *
50	52,504 *
51	52,500
52	52,299 *
53	51,479 *
54	51,198 *
55	51,108 *
56	50,955 *
57	50,319 *
58	50,200 *
59	49,660 *
60	49,000
61	48,663 *
62	48,564 *
63	48,564 *
64	47,424 *
65	47,423
66	45,360 *
67	45,186 *
68	45,178 *
69	44,935 *
70	44,860 *
71	44,805 *
72	43,974 *
73	43,927 *
74	43,776 *
75	42,222 *
76	41,295 *
77	40,942 *
78	40,483 *
79	39,834 *
80	39,140 *
81	38,151
82	35,977 *
83	33,000 *
84	32,967 *
85	29,000 *

AVERAGE "*"	55,271
AVERAGE ALL	55,687
AVERAGE R1	61,688
AVERAGE R2	50,410
AVERAGE D1	52,316
LEVEL 3 AVG	56,126
LEVEL 4 AVG	55,757
LEVEL 5 AVG	50,400

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT
UNION

RANK	SALARY
1	103,992 *
2	91,650 *
3	87,375 *
4	85,000 *
5	82,356 *
6	80,016 *
7	79,410 *
8	77,833 *
9	77,800
10	75,297 *
11	73,069 *
12	71,724 *
13	71,500 *
14	70,489 *
15	70,000 *
16	68,300 *
17	66,648
18	66,444 *
19	66,125 *
20	65,796 *
21	65,760
22	65,520 *
23	65,194 *
24	65,000 *
25	63,564 *
26	63,100 *
27	62,856 *
28	62,095 *
29	62,000 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT UNION

RANK (CONTINUED)	SALARY
30	60,372 *
31	60,000 *
32	59,550 *
33	58,500 *
34	58,187 *
35	58,000 *
36	57,221 *
37	57,108 *
38	56,056 *
39	55,821 *
40	55,700 *
41	54,869 *
42	54,813
43	54,653 *
44	53,883 *
45	53,840 *
46	53,155 *
47	53,100 *
48	53,013
49	53,000 *
50	52,700 *
51	52,160 *
52	51,838 *
53	51,595 *
54	51,000 *
55	51,000 *
56	50,042 *
57	50,000 *
58	49,113 *
59	48,537 *
60	48,414 *
61	46,718 *
62	45,940 *
63	45,332 *
64	45,035 *
65	43,000 *
66	41,340 *
67	41,200 *
68	41,176 *
69	37,201 *
70	37,019 *

RANK SALARY (CONTINUED)

AVERAGE "*"	59,832
AVERAGE ALL	60,102
AVERAGE R1	66,875
AVERAGE R2	56,681
AVERAGE D1	52,817
LEVEL 3 AVG	66,877
LEVEL 4 AVG	57,790

STUDENT SERVICES ADMIN.: DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	126,000 *
2	115,608 *
3	(96,000)*
4	88,000
5	82,037 *
6	81,654 *
7	80,028 *
8	73,270 *
9	66,491 *
10	65,625 *
11	65,119 *
12	64,770 *
13	62,749 *
14	62,455 *
15	62,400 *
16	61,416
17	60,972 *
18	60,572 *
19	60,048 *
20	59,400 *
21	57,865 *
22	57,787 *
23	55,781
24	55,640 *
25	54,974 *
26	54,576 *
27	53,000 *
28	52,983 *
29	52,264
30	51,727 *
31	51,288 *
32	48,435 *
33	48,000 *
34	47,386 *
35	47,277 *
36	46,865 *
37	46,155 *
38	46,138
39	45,300 *
40	44,781 *
41	43,000
42	40,000 *
43	38,850 *
44	37,000 *
45	36,844 *
46	36,031 *
47	35,012
48	30,000 *

AVERAGE "*"	59,219
AVERAGE ALL	58,533
AVERAGE R1	65,016
AVERAGE R2	57,949
AVERAGE D1	52,781
LEVEL 2 AVG	86,559
LEVEL 3 AVG	65,563
LEVEL 4 AVG	52,792

STUDENT SERVICES ADMIN.: DIRECTOR OF COUNSELING

RANK	SALARY
1	98,124 *
2	93,284 *
3	91,927 *
4	(86,259)*
5	84,444
6	(83,727)
7	83,220 *
8	82,885 *
9	80,000 *
10	(80,000)*
11	77,907
12	77,723 *
13	75,227 *
14	75,160 *
15	74,692 *
16	73,652 *
17	73,555 *
18	73,200 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

(CONTINUED)

RANK	SALARY
19	72,100 *
20	71,644 *
21	71,000 *
22	70,232
23	70,209 *
24	70,200 *
25	70,045 *
26	70,000 *
27	69,780 *
28	69,613 *
29	69,100 *
30	68,433 *
31	68,083 *
32	67,771 *
33	67,532 *
34	67,158 *
35	66,312
36	66,300 *
37	65,803 *
38	65,150 *
39	65,029 *
40	65,000
41	64,968 *
42	64,343 *
43	64,037 *
44	63,170 *
45	63,130
46	62,664 *
47	62,478
48	62,352 *
49	62,001 *
50	62,000
51	61,980 *
52	61,340 *
53	60,792 *
54	59,627 *
55	59,388 *
56	59,000 *
57	58,913
58	58,180 *
59	57,346 *
60	57,128 *
61	55,890 *
62	55,772
63	55,452 *
64	55,164 *
65	55,116 *
66	55,085 *
67	54,700 *
68	54,700 *
69	54,550 *
70	54,317 *
71	52,991 *
72	51,078 *
73	51,000 *
74	50,470 *
75	49,620 *
76	48,000 *
77	47,537 *
78	47,500 *
79	47,353 *
80	45,750
81	43,143 *
82	42,400 *
83	42,060 *
84	41,500 *
85	39,506 *
86	30,716 *

AVERAGE "*"	63,271
AVERAGE ALL	63,694
AVERAGE R1	65,701
AVERAGE R2	64,949
AVERAGE D1	59,946
LEVEL 3 AVG	67,762
LEVEL 4 AVG	63,362
LEVEL 5 AVG	52,351

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL
& RECREATIONAL SPORTS

RANK	SALARY
1	121,000 *
2	115,000 *
3	105,840 *
4	86,112 *
5	80,920 *
6	74,191 *
7	73,000 *
8	72,741 *
9	71,621
10	70,547 *
11	66,841 *
12	66,684 *
13	63,009 *
14	62,256 *
15	61,267 *
16	60,972
17	60,024 *
18	59,208 *
19	59,050 *
20	58,441 *
21	57,423 *
22	57,149 *
23	56,900 *
24	56,900 *
25	56,316
26	56,076 *
27	56,008 *
28	55,782 *
29	55,698 *
30	55,500 *
31	55,355 *
32	54,678 *
33	54,180 *
34	53,400 *
35	53,266 *
36	52,730 *
37	52,553 *
38	52,100 *
39	52,100
40	52,025 *
41	51,459 *
42	51,399 *
43	51,276 *
44	49,000 *
45	48,600 *
46	48,000 *
47	46,800 *
48	45,900 *
49	45,760 *
50	45,362 *
51	45,317 *
52	44,750 *
53	43,577 *
54	43,072
55	42,114 *
56	41,846 *
57	41,097 *
58	40,800 *
59	40,456 *
60	37,983
61	36,714
62	36,088 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.: DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY (CONTINUED)
63	35,800
64	35,525 *
65	35,150 *
66	34,591 *
67	31,800 *
68	29,000 *

AVERAGE "*"	56,159
AVERAGE ALL	55,354
AVERAGE R1	56,239
AVERAGE R2	55,571
AVERAGE D1	54,137
LEVEL 3 AVG	62,389
LEVEL 4 AVG	54,578
LEVEL 5 AVG	40,554

STUDENT SERVICES ADMIN.: DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	105,405 *
2	87,703 *
3	78,540 *
4	77,635 *
5	76,224 *
6	70,720 *
7	70,040
8	69,096 *
9	67,216 *
10	66,148 *
11	63,750 *
12	61,542 *
13	60,300 *
14	(59,042)*
15	58,390 *
16	57,926 *
17	57,720 *
18	57,461 *
19	56,460 *
20	56,140 *
21	53,528 *
22	53,040
23	52,788 *
24	52,375
25	51,770 *
26	51,233 *
27	49,276 *
28	49,260 *
29	49,117
30	49,091 *
31	49,000 *
32	48,655 *
33	47,508
34	47,100 *
35	46,900 *
36	46,344 *
37	46,226 *
38	46,003 *
39	45,725 *
40	45,416 *
41	45,000 *
42	44,823 *
43	44,815 *
44	43,641 *
45	43,464 *
46	43,115 *
47	42,283 *
48	42,096 *
49	41,592 *
50	41,108 *
51	41,000 *
52	40,367
53	40,000 *
54	39,875 *
55	39,789 *
56	39,694 *
57	39,520
58	38,807
59	38,000 *
60	37,980 *
61	37,648 *
62	37,332 *
63	35,926 *
64	35,790 *
65	33,795 *
66	33,540 *
67	29,995 *
68	23,311 *

RANK SALARY (CONTINUED)

AVERAGE "*"	50,689
AVERAGE ALL	50,472
AVERAGE R1	54,871
AVERAGE R2	43,601
AVERAGE D1	47,502
LEVEL 3 AVG	61,144
LEVEL 4 AVG	49,172
LEVEL 5 AVG	40,854

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	82,657 *
2	80,469 *
3	71,441
4	69,888
5	69,249 *
6	68,451 *
7	61,212 *
8	60,311 *
9	57,750 *
10	57,600
11	57,284 *
12	57,218 *
13	56,500
14	55,908 *
15	55,040 *
16	55,000 *
17	54,624 *
18	53,405 *
19	53,000 *
20	52,842 *
21	52,000 *
22	51,780
23	51,732 *
24	51,300 *
25	50,042 *
26	49,500 *
27	49,069 *
28	49,000 *
29	48,319 *
30	47,833 *
31	47,093 *
32	46,860 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK (CONTINUED)	SALARY
33	46,341
34	46,130 *
35	45,900 *
36	42,475
37	42,024 *
38	42,000 *
39	41,102 *
40	41,030 *
41	39,266 *
42	39,150 *
43	39,150 *
44	36,852 *
45	36,678 *
46	35,733 *
47	33,790 *
48	32,376 *
49	29,993 *
50	28,862 *

AVERAGE "*"	49,470
AVERAGE ALL	50,465
AVERAGE R1	50,131
AVERAGE R2	53,123
AVERAGE D1	48,563
LEVEL 3 AVG	54,880
LEVEL 4 AVG	50,749
LEVEL 5 AVG	43,291

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	116,500 *
2	95,207 *
3	95,000 *
4	92,310 *
5	(92,100)*
6	90,565 *
7	90,000 *
8	88,500 *
9	85,938 *
10	85,713 *
11	84,942 *
12	84,051 *
13	(82,750)*
14	82,000 *
15	79,353 *
16	79,300 *
17	78,734 *
18	78,369
19	(78,000)*
20	77,511
21	77,383 *
22	77,062
23	76,452 *
24	75,773 *
25	75,505 *
26	74,500 *
27	74,376 *
28	74,000 *
29	73,200 *
30	72,200 *
31	71,664 *
32	71,400 *
33	(71,386)*
34	70,760 *
35	(69,742)*
36	69,646
37	69,050 *
38	68,640
39	68,459 *
40	67,600
41	67,500 *
42	67,350 *
43	66,227
44	65,768 *
45	64,965 *
46	64,350 *
47	63,729 *
48	63,400
49	62,700 *
50	62,689 *
51	62,004
52	61,800 *
53	61,560 *
54	61,261 *
55	60,792 *
56	60,436 *
57	60,000 *
58	59,850
59	58,778 *
60	58,560 *
61	58,500 *
62	58,200 *
63	58,000 *
64	58,000 *
65	57,500
66	57,240 *
67	57,000 *
68	56,975 *
69	56,760
70	56,664 *
71	56,500
72	55,677 *
73	55,625 *
74	(55,000)*
75	(54,920)*
76	54,474 *
77	52,880 *
78	(51,000)*
79	50,808 *
80	49,556 *
81	46,722 *
82	45,900 *
83	45,000 *
84	44,040 *
85	43,051 *
86	39,418 *
87	38,700 *

AVERAGE "*"	67,465
AVERAGE ALL	67,281
AVERAGE R1	73,447
AVERAGE R2	62,068
AVERAGE D1	63,078
LEVEL 3 AVG	68,100
LEVEL 4 AVG	66,927

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	103,340 *
2	89,900 *
3	84,240 *
4	84,027 *
5	84,000 *
6	78,892 *
7	77,811 *
8	77,650 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK (CONTINUED)	SALARY
9	77,000 *
10	76,475
11	76,428 *
12	75,420 *
13	74,520 *
14	74,400 *
15	73,000 *
16	72,900 *
17	72,500 *
18	72,400
19	72,100 *
20	71,760 *
21	71,520
22	(71,386)*
23	71,002
24	70,000 *
25	69,768 *
26	(69,742)*
27	69,340 *
28	68,300
29	67,908
30	67,700 *
31	67,533 *
32	67,320 *
33	66,828 *
34	66,400 *
35	66,340 *
36	66,280 *
37	66,063 *
38	65,877 *
39	65,742
40	65,138 *
41	65,137 *
42	64,991 *
43	64,591 *
44	64,559 *
45	64,248
46	63,952 *
47	62,500
48	62,360 *
49	62,000 *
50	61,700 *
51	61,560 *
52	61,560 *
53	61,122 *
54	61,000 *
55	60,500
56	60,000 *
57	60,000 *
58	59,920 *
59	59,664 *
60	59,293 *
61	58,600 *
62	58,332 *
63	57,626 *
64	57,443 *
65	57,200
66	56,545 *
67	56,375 *
68	56,000 *
69	55,439
70	55,344 *
71	55,188 *
72	55,000 *
73	55,000 *
74	54,600 *
75	54,530 *
76	54,014 *
77	54,000 *
78	53,899 *
79	53,832 *
80	53,300 *
81	52,799 *
82	52,362 *
83	52,108 *
84	51,516 *
85	50,442 *
86	50,000 *
87	50,000 *
88	49,346 *
89	47,868 *
90	47,000
91	46,410 *
92	45,600 *
93	43,277 *

AVERAGE "*"	63,505
AVERAGE ALL	63,662
AVERAGE R1	66,653
AVERAGE R2	61,790
AVERAGE D1	59,901
LEVEL 3 AVG	62,584
LEVEL 4 AVG	63,717
LEVEL 5 AVG	55,826

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	(175,000)*
2	151,009 *
3	147,000 *
4	134,750 *
5	130,000 *
6	(129,800)*
7	125,000 *
8	124,216 *
9	124,000 *
10	(122,500)*
11	120,000 *
12	120,000 *
13	115,010 *
14	113,000 *
15	112,900
16	112,848
17	112,707 *
18	111,366 *
19	111,092 *
20	109,221 *
21	106,920 *
22	106,080 *
23	105,114 *
24	105,060 *
25	104,624 *
26	104,148 *
27	104,000 *
28	103,767 *
29	103,750 *
30	103,130 *
31	103,000
32	101,000 *
33	100,835 *
34	100,000
35	(99,500)*
36	98,111
37	97,000 *
38	93,840 *
39	93,348 *
40	87,816 *
41	87,500 *
42	87,048
43	(86,195)*
44	85,724 *
45	85,000 *
46	79,876 *
47	75,744 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

(CONTINUED)

AVERAGE "*"	109,650
AVERAGE ALL	108,714
AVERAGE R1	113,703
AVERAGE R2	108,715
AVERAGE D1	101,838
LEVEL 2 AVG	109,558

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	175,480 *
2	164,800
3	159,650 *
4	142,956 *
5	139,100 *
6	137,600 *
7	134,900 *
8	134,000 *
9	132,500 *
10	(129,800)*
11	129,000 *
12	128,500 *
13	118,333 *
14	117,660 *
15	116,300 *
16	115,500 *
17	115,000 *
18	114,996
19	114,400 *
20	112,300
21	112,000
22	112,000 *
23	111,570 *
24	111,050 *
25	108,000 *
26	107,000 *
27	106,590 *
28	104,650 *
29	100,000 *
30	99,750 *
31	97,488 *
32	97,129
33	96,000 *
34	95,850 *
35	93,601 *
36	90,279 *
37	89,452 *
38	89,137 *
39	89,010 *
40	86,400
41	85,000
42	83,748 *
43	81,000 *
44	79,568 *
45	76,000 *
46	72,710 *
47	66,924
48	63,266 *

AVERAGE "*"	109,960
AVERAGE ALL	109,124
AVERAGE R1	119,796
AVERAGE R2	99,046
AVERAGE D1	99,055
LEVEL 2 AVG	117,949
LEVEL 3 AVG	97,351

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS
OFFICER

RANK	SALARY
1	146,300 *
2	139,000 *
3	(125,004)*
4	120,000 *
5	117,300
6	116,000 *
7	115,772 *
8	114,619 *
9	101,800 *
10	101,750 *
11	99,398 *
12	99,000 *
13	98,500 *
14	98,497 *
15	97,548 *
16	97,152
17	95,950 *
18	92,385 *
19	92,000 *
20	92,000 *
21	87,360
22	86,699 *
23	85,774 *
24	85,565 *
25	84,000 *
26	83,670 *
27	83,200
28	82,300 *
29	81,900 *
30	80,000 *
31	76,000 *
32	74,735 *
33	74,438 *
34	(73,500)*
35	72,420 *
36	72,313 *
37	71,753 *
38	70,000 *
39	68,000 *
40	67,219 *
41	58,815 *
42	54,240
43	51,198 *
44	50,338
45	49,066 *
46	45,968 *
47	45,779 *

AVERAGE "*"	87,479
AVERAGE ALL	86,728
AVERAGE R1	96,559
AVERAGE R2	81,133
LEVEL 2 AVG	109,369
LEVEL 3 AVG	77,413
LEVEL 4 AVG	77,401

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	78,673 *
2	70,000 *
3	66,912 *
4	64,756 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF SPECIAL EVENTS

RANK (CONTINUED)	SALARY
5	64,429 *
6	56,230 *
7	54,272 *
8	52,047 *
9	50,200 *
10	50,085 *
11	46,998 *
12	45,500
13	43,554 *
14	42,194
15	39,975 *
16	39,000 *
17	38,950 *
18	33,817 *
19	32,460 *
20	28,259 *

AVERAGE "*"	50,590
AVERAGE ALL	49,916
LEVEL 3 AVG	62,633
LEVEL 4 AVG	51,258
LEVEL 5 AVG	39,064

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	100,000
2	97,000 *
3	90,616 *
4	83,475 *
5	82,400 *
6	82,400 *
7	80,925 *
8	(79,943)*
9	78,714
10	77,880
11	(76,661)*
12	75,223 *
13	74,070 *
14	73,750 *
15	73,550 *
16	72,832 *
17	72,384 *
18	70,929 *
19	70,380 *
20	69,996
21	69,603 *
22	69,484 *
23	68,640 *
24	66,225
25	65,316 *
26	62,725 *
27	62,637 *
28	62,401 *
29	61,414
30	61,200 *
31	60,000 *
32	59,741 *
33	58,851
34	58,440 *
35	58,416 *
36	57,480 *
37	57,370
38	56,808 *
39	56,000 *
40	54,300 *
41	53,960 *
42	53,534 *
43	52,817 *
44	50,529 *
45	49,107 *
46	48,960 *
47	48,432 *
48	47,336 *
49	46,632 *
50	46,266
51	45,775 *
52	44,340 *
53	42,904 *
54	42,198 *
55	34,323 *

AVERAGE "*"	63,056
AVERAGE ALL	63,951
AVERAGE R1	67,729
AVERAGE R2	61,563
AVERAGE D1	64,393
LEVEL 3 AVG	67,893
LEVEL 4 AVG	62,412

DEVELOPMENT ADMINISTRATOR
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	113,941 *
2	104,475 *
3	103,000
4	99,808
5	96,000 *
6	95,400 *
7	93,500 *
8	91,300 *
9	91,100 *
10	90,228 *
11	87,550 *
12	86,650 *
13	85,824 *
14	85,693 *
15	85,000
16	84,242 *
17	81,800
18	80,485 *
19	79,560 *
20	79,299
21	78,024 *
22	77,509 *
23	77,258
24	76,390 *
25	76,149 *
26	75,000 *
27	74,900 *
28	74,429 *
29	74,348 *
30	72,395 *
31	64,000 *
32	59,921
33	58,320 *
34	56,620 *
35	55,105 *
36	53,052 *
37	50,490 *
38	50,000 *
39	47,916 *
40	43,900 *
41	43,028 *
42	40,884

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

(CONTINUED)

AVERAGE "*"	75,515
AVERAGE ALL	76,059
AVERAGE R1	84,135
AVERAGE D1	73,761
LEVEL 3 AVG	83,267
LEVEL 4 AVG	68,082

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	120,750 *
2	117,760 *
3	113,512 *
4	105,000 *
5	102,600 *
6	94,073 *
7	90,100
8	90,000 *
9	90,000
10	85,170 *
11	85,000 *
12	85,000
13	82,755 *
14	81,216 *
15	80,761 *
16	80,500
17	80,485 *
18	80,200 *
19	(79,943)*
20	79,160 *
21	77,833 *
22	76,806 *
23	76,622 *
24	76,529 *
25	75,293
26	75,241 *
27	75,200 *
28	73,672 *
29	73,134 *
30	72,588 *
31	71,429 *
32	71,110 *
33	71,000 *
34	70,829 *
35	70,000 *
36	69,084 *
37	68,202 *
38	67,300 *
39	67,263 *
40	66,924
41	66,821 *
42	66,808 *
43	64,291 *
44	63,143 *
45	62,932 *
46	62,379 *
47	61,643 *
48	61,115 *
49	60,320 *
50	60,000 *
51	59,467 *
52	58,916 *
53	58,268 *
54	57,876
55	57,311
56	56,628 *
57	56,300 *
58	56,065 *
59	55,000 *
60	55,000 *
61	53,100
62	53,000 *
63	52,408 *
64	50,436 *
65	49,920 *
66	49,000 *
67	48,132 *
68	46,596 *
69	45,940 *
70	45,511 *
71	45,045 *
72	45,000 *
73	44,177 *
74	43,027 *
75	42,817 *
76	42,436 *
77	41,328
78	41,184 *
79	40,741 *
80	39,188
81	36,238 *
82	32,000 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	66,492
AVERAGE ALL	66,5[illegible]6
AVERAGE R1	74,105
AVERAGE R2	62,173
AVERAGE D1	60,269
LEVEL 2 AVG	81,489
LEVEL 3 AVG	66,954
LEVEL 4 AVG	65,705

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION
MANAGEMENT

RANK	SALARY
1	179,500 *
2	157,008 *
3	148,835
4	141,546 *
5	130,650 *
6	130,000 *
7	126,989 *
8	126,900 *
9	124,000 *
10	121,000 *
11	119,204 *
12	117,500 *
13	117,222 *
14	117,000 *
15	115,318 *
16	112,000 *
17	(112,000)*
18	110,500 *
19	110,068 *
20	108,000 *
21	(107,500)*
22	105,000 *
23	(104,000)*
24	103,000 *
25	103,000 *
26	100,643 *
27	100,557 *
28	99,852
29	99,671 *
30	98,500 *
31	98,120 *
32	97,860 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

INFO MANAGEMENT ADMINISTRATOR: CHIEF OF INFORMATION MANAGEMENT

RANK (CONTINUED)	SALARY
33	96,700 *
34	96,000
35	(94,600)*
36	94,443 *
37	93,876
38	93,203 *
39	93,072 *
40	93,000 *
41	92,160
42	91,000 *
43	90,342 *
44	88,188 *
45	87,924 *
46	87,740 *
47	87,000 *
48	86,000
49	85,194 *
50	85,000
51	85,000 *
52	83,500
53	83,497 *
54	80,870 *
55	79,500 *
56	78,900 *
57	76,000 *
58	71,943
59	66,280 *
60	65,693
61	57,410 *

AVERAGE "*"	103,610
AVERAGE ALL	101,754
AVERAGE R1	113,550
AVERAGE R2	94,827
AVERAGE D1	92,643
LEVEL 2 AVG	105,534
LEVEL 3 AVG	101,939
LEVEL 4 AVG	69,418

INFO MANAGEMENT ADMINISTRATOR: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	122,802 *
2	109,700 *
3	107,156 *
4	107,000 *
5	106,232 *
6	96,961
7	94,200 *
8	94,044 *
9	93,482 *
10	92,200 *
11	92,071 *
12	91,500
13	91,000
14	90,615 *
15	89,000 *
16	87,870 *
17	87,300 *
18	86,532 *
19	86,400 *
20	84,069 *
21	83,040 *
22	82,000
23	81,500 *
24	80,406 *
25	79,539 *
26	76,000 *
27	76,000 *
28	73,100 *
29	71,286
30	70,775 *
31	67,850 *
32	64,854 *
33	64,618 *
34	64,600
35	63,558 *
36	56,628 *
37	55,141 *

RANK SALARY (CONTINUED)

AVERAGE "*"	84,635
AVERAGE ALL	84,352
AVERAGE R1	88,924
AVERAGE D1	80,202
LEVEL 3 AVG	84,756
LEVEL 4 AVG	81,649

INFO MANAGEMENT ADMINISTRA DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	150,492 *
2	128,232 *
3	115,000 *
4	112,200 *
5	111,095 *
6	108,150
7	101,073 *
8	99,200 *
9	96,700 *
10	90,000 *
11	85,200
12	85,092 *
13	84,354 *
14	79,100 *
15	76,630 *
16	75,514 *
17	75,500 *
18	74,566 *
19	74,241 *
20	72,750
21	72,340 *
22	72,304 *
23	72,113 *
24	71,100 *
25	70,388 *
26	69,867 *
27	68,088
28	67,050 *
29	65,936 *
30	65,931 *
31	65,828
32	65,754 *
33	65,218 *
34	63,509 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

INFO MANAGEMENT ADMINISTRATOR: DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK (CONTINUED)	SALARY
35	60,946 *
36	59,961
37	59,960 *
38	54,146 *
39	53,469 *
40	51,763
41	49,674 *
42	42,930 *
43	38,400 *

AVERAGE "*"	78,056
AVERAGE ALL	77,250
AVERAGE R1	86,215
AVERAGE D1	64,659
LEVEL 3 AVG	86,165
LEVEL 4 AVG	74,472

INFO MANAGEMENT ADMINISTRATOR: DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	109,536 *
2	99,645 *
3	97,196 *
4	96,000 *
5	92,800 *
6	92,400 *
7	92,000 *
8	86,700 *
9	86,500
10	84,125 *
11	84,000
12	84,000 *
13	83,673 *
14	83,500
15	83,000 *
16	82,080
17	81,964 *
18	81,200 *
19	77,000 *
20	72,345 *
21	72,100 *
22	71,441 *
23	69,582 *
24	69,396 *
25	69,300
26	68,628
27	68,340 *
28	67,444
29	67,320 *
30	67,047 *
31	64,556 *
32	64,008 *
33	63,509 *
34	63,400
35	62,920 *
36	62,673 *
37	62,531
38	62,000 *
39	58,499 *
40	55,144 *
41	54,900 *
42	53,460 *

AVERAGE "*"	75,772
AVERAGE ALL	75,425
AVERAGE R1	79,345
AVERAGE D1	69,500
LEVEL 3 AVG	74,189
LEVEL 4 AVG	77,360

RESEARCH ADMINISTRATORS: CHIEF RESEARCH OFFICER

RANK	SALARY
1	206,078 *
2	174,600 *
3	169,333 *
4	(165,200)*
5	162,111 *
6	161,796 *
7	156,000 *
8	152,110 *
9	142,600 *
10	141,776 *
11	140,000 *
12	140,000 *
13	138,918 *
14	134,000
15	(132,600)*
16	130,000 *
17	(130,000)*
18	129,792
19	(127,812)
20	127,500 *
21	126,650 *
22	124,384 *
23	(123,508)*
24	123,200 *
25	123,155 *
26	120,819 *
27	119,500 *
28	(119,167)*
29	(119,076)*
30	117,830 *
31	117,800
32	116,223 *
33	114,514 *
34	(114,500)*
35	(113,316)*
36	112,940 *
37	(112,415)*
38	(112,200)*
39	112,000 *
40	112,000 *
41	111,052 *
42	(110,749)*
43	(110,410)*
44	(109,496)*
45	109,200 *
46	108,990 *
47	108,696 *
48	108,640
49	108,000
50	(106,500)*
51	104,724 *
52	(103,500)*
53	102,972 *
54	102,668 *
55	102,600 *
56	(101,825)*
57	(101,416)*
58	100,331 *
59	99,840 *
60	99,500 *
61	98,265 *
62	98,262 *
63	(98,160)*
64	(97,850)*
65	95,345 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
(CONTINUED)	
66	95,304 *
67	95,200 *
68	(93,249)*
69	(93,016)*
70	(87,931)*
71	78,485 *
72	77,612 *
73	65,034
74	61,485 *
75	58,810 *

AVERAGE "*"	116,639
AVERAGE ALL	116,301
AVERAGE R1	128,788
AVERAGE R2	105,734
AVERAGE D1	93,751
LEVEL 2 AVG	120,541
LEVEL 3 AVG	111,599
LEVEL 4 AVG	68,044

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	128,485 *
2	126,075 *
3	125,500 *
4	104,642 *
5	100,755 *
6	93,200 *
7	92,031 *
8	91,705 *
9	91,534 *
10	91,450 *
11	91,370 *
12	91,052 *
13	90,100 *
14	90,000
15	89,433 *
16	88,886 *
17	87,943
18	86,098 *
19	82,492 *
20	79,975 *
21	79,008 *
22	78,714
23	78,300
24	78,113 *
25	77,250 *
26	76,668
27	76,150 *
28	75,000
29	74,285 *
30	74,256 *
31	74,164 *
32	72,210
33	72,120 *
34	71,545 *
35	71,000 *
36	69,968
37	69,046 *
38	68,628 *
39	68,468 *
40	68,032 *
41	(67,778)*
42	67,604
43	67,442 *
44	67,410 *
45	67,000 *
46	64,043 *
47	63,700 *
48	62,900 *
49	62,559 *
50	62,400 *
51	62,217 *
52	61,874 *
53	61,335 *
54	59,500
55	59,219 *
56	57,500 *
57	57,300 *
58	57,182 *
59	57,108 *
60	55,062 *
61	53,597 *
62	52,317 *
63	52,160 *
64	51,960 *
65	50,717 *
66	47,034 *
67	45,000 *
68	41,715 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	73,713
AVERAGE ALL	73,989
AVERAGE R1	79,490
AVERAGE R2	64,884
AVERAGE D1	74,157
LEVEL 3 AVG	72,353
LEVEL 4 AVG	74,328

AGRICULTURAL ADMINSTRATORS:
VICE PRESIDENT FOR
AGRICULTURE

RANK	SALARY
1	172,000 *
2	(159,500)*
3	(152,500)*
4	143,100 *
5	141,925 *
6	(138,672)*
7	(131,325)*
8	119,000 *
9	103,112 *
10	100,779 *
11	92,700 *
12	88,770 *

AVERAGE "*"	128,615
AVERAGE ALL	128,615
AVERAGE R1	135,383
LEVEL 2 AVG	127,567
LEVEL 3 AVG	131,428

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	137,700 *
2	135,250 *
3	124,224 *
4	123,300 *
5	120,800 *
6	(117,288)*

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK (CONTINUED)	SALARY
7	115,000 *
8	112,800 *
9	107,004 *
10	106,414 *
11	104,142 *
12	99,504 *
13	98,818 *
14	97,820 *
15	97,545 *
16	95,893 *
17	95,607 *
18	93,300 *
19	92,460 *
20	91,000 *
21	90,800 *
22	87,922 *
23	83,640 *
24	83,200 *
25	82,673 *
26	81,700 *
27	77,688 *
28	47,390 *

AVERAGE "*"	100,032
AVERAGE ALL	100,032
AVERAGE R1	109,626
LEVEL 3 AVG	104,573
LEVEL 4 AVG	87,193

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK	SALARY
1	137,700 *
2	(137,100)*
3	136,913 *
4	132,200 *
5	131,464 *
6	129,000 *
7	(123,000)*
8	120,000 *
9	116,124 *
10	116,097 *
11	115,962 *
12	113,944 *
13	(113,712)*
14	108,000 *
15	103,382 *
16	103,112 *
17	101,000 *
18	100,720 *
19	100,433 *
20	(98,712)*
21	(97,074)*
22	96,924 *
23	92,904 *
24	(89,698)*
25	83,640 *
26	83,013 *
27	65,436 *

AVERAGE "*"	109,158
AVERAGE ALL	109,158
AVERAGE R1	115,743
AVERAGE R2	105,309
LEVEL 3 AVG	113,250
LEVEL 4 AVG	102,728

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	127,000 *
2	121,700 *
3	115,000 *
4	111,000 *
5	110,000 *
6	108,569 *
7	104,000 *
8	101,650 *
9	101,273 *
10	98,508 *
11	98,115 *
12	96,756
13	96,514 *
14	95,500 *
15	94,500 *
16	93,260 *
17	93,175 *
18	93,000 *
19	92,885
20	92,000 *
21	92,000 *
22	91,608 *
23	91,401 *
24	90,423 *
25	90,000
26	89,332 *
27	89,000 *
28	87,000 *
29	85,700 *
30	83,394 *
31	82,000
32	81,810 *
33	80,000 *
34	78,546
35	(76,661)*
36	75,769 *
37	75,190 *
38	73,903 *
39	72,000 *
40	71,705 *
41	70,890 *
42	70,464 *
43	69,500 *
44	68,350 *
45	67,133 *
46	67,000
47	67,000 *
48	66,150 *
49	65,240 *
50	65,160 *
51	65,000 *
52	65,000 *
53	63,731 *
54	62,400 *
55	62,000 *
56	60,706 *
57	58,850 *
58	58,137 *
59	58,000
60	57,090 *
61	55,188
62	52,440 *
63	49,740 *
64	48,112 *
65	46,214 *
66	45,000

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

(CONTINUED)

AVERAGE "*"	81,070
AVERAGE ALL	80,096
AVERAGE R1	84,432
AVERAGE R2	79,361
AVERAGE D1	76,101
LEVEL 2 AVG	84,384
LEVEL 3 AVG	84,357
LEVEL 4 AVG	68,604
LEVEL 5 AVG	66,160

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	(138,500)*
2	107,855 *
3	(96,000)*
4	89,995 *
5	89,600 *
6	85,600 *
7	83,100 *
8	82,661 *
9	82,361 *
10	82,100 *
11	80,360 *
12	79,846 *
13	79,200
14	(79,000)*
15	77,828 *
16	76,960 *
17	76,714 *
18	75,000 *
19	73,325 *
20	73,109
21	72,900
22	72,450 *
23	71,910 *
24	71,499 *
25	71,240
26	70,008
27	70,000 *
28	69,680 *
29	69,630 *
30	69,484
31	69,200 *
32	68,500 *
33	68,000
34	67,500 *
35	66,800 *
36	66,235 *
37	65,974 *
38	65,208 *
39	64,890 *
40	64,800 *
41	64,710 *
42	64,584 *
43	64,438 *
44	63,118 *
45	63,000 *
46	63,000 *
47	63,000 *
48	62,738 *
49	62,581 *
50	61,962 *
51	61,956 *
52	61,650 *
53	61,532 *
54	61,457 *
55	61,214 *
56	60,975 *
57	59,820
58	59,304 *
59	59,229 *
60	58,830 *
61	58,500 *
62	58,494 *
63	58,160 *
64	57,629 *
65	57,410 *
66	56,850 *
67	54,101 *
68	53,741 *
69	53,318 *
70	53,000
71	52,530 *
72	51,379
73	48,167 *
74	48,000 *
75	47,390 *
76	47,000 *
77	46,344 *
78	45,800 *
79	45,736 *
80	45,475 *
81	42,000 *
82	31,983 *

AVERAGE "*"	66,236
AVERAGE ALL	66,306
AVERAGE R1	70,908
AVERAGE R2	65,386
AVERAGE D1	60,288
LEVEL 2 AVG	67,617
LEVEL 3 AVG	69,243
LEVEL 4 AVG	65,635

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	170,207
2	155,508 *
3	130,910 *
4	122,400 *
5	118,450 *
6	116,198 *
7	116,100 *
8	115,000 *
9	112,300 *
10	108,120 *
11	107,635
12	107,383 *
13	106,111 *
14	104,500
15	104,500 *
16	104,152 *
17	104,000 *
18	100,859 *
19	100,400 *
20	99,936
21	99,000 *
22	98,500 *
23	98,500 *
24	98,472
25	97,125 *
26	97,000
27	96,572 *
28	95,862 *
29	95,160 *
30	94,640

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK (CONTINUED)	SALARY
31	93,793 *
32	93,000 *
33	92,000 *
34	90,779 *
35	90,000 *
36	89,650 *
37	89,640 *
38	87,300 *
39	86,646 *
40	84,169
41	83,000 *
42	82,914 *
43	82,587 *
44	82,000 *
45	80,012 *
46	79,509 *
47	78,609 *
48	77,903 *
49	77,590 *
50	77,250 *
51	76,801 *
52	76,600 *
53	76,332 *
54	75,984 *
55	73,700 *
56	72,746 *
57	72,586 *
58	68,340 *
59	68,266 *
60	67,818 *
61	67,800 *
62	64,206 *
63	63,000
64	61,800 *
65	60,000 *
66	51,564 *
67	48,070 *

RANK SALARY
(CONTINUED)

AVERAGE "x"	89,654
AVERAGE ALL	91,335
AVERAGE R1	102,655
AVERAGE R2	85,141
AVERAGE D1	81,140
LEVEL 2 AVG	94,835
LEVEL 3 AVG	90,323
LEVEL 4 AVG	80,654

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/
GOVERNMENTAL RELATIONS

RANK	SALARY
1	154,350 *
2	117,360 *
3	117,000 *
4	107,000 *
5	105,000 *
6	104,900 *
7	104,030 *
8	102,000 *
9	100,500 *
10	99,814 *
11	(99,500)*
12	99,398 *
13	98,000 *
14	95,720 *
15	95,550 *
16	93,450 *
17	92,334 *
18	91,920 *
19	90,100
20	90,000 *
21	89,610 *
22	89,301 *
23	88,860
24	88,856 *
25	85,110 *
26	84,216 *
27	81,567 *
28	80,313 *
29	80,000 *
30	79,000 *
31	77,906 *
32	77,712 *
33	76,232 *
34	76,200 *
35	76,000 *
36	75,965 *
37	75,750 *
38	75,000 *
39	74,800 *
40	73,653 *
41	70,289 *
42	69,886
43	67,068 *
44	62,378 *
45	60,000 *
46	57,685 *
47	57,660 *
48	57,500
49	55,945 *
50	51,516 *
51	49,246 *
52	45,654 *

AVERAGE "x"	84,635
AVERAGE ALL	84,015
AVERAGE R1	85,261
AVERAGE R2	83,200
LEVEL 2 AVG	90,987
LEVEL 3 AVG	78,990
LEVEL 4 AVG	76,863

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINETY-EIGHT UNIVERSITIES REPRESENTING FORTY-SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The Universities participating from this region are:

*AUBURN UNIVERSITY
*CLEMSON UNIVERSITY
FLORIDA STATE UNIVERSITY
*GEORGIA INSTITUTE OF TECHNOLOGY
GEORGIA STATE UNIVERSITY
*MISSISSIPPI STATE UNIVERSITY
*NORTH CAROLINA STATE UNIVERSITY
*TENNESSEE STATE UNIVERSITY
*THE UNIVERSITY OF ALABAMA
*THE UNIVERSITY OF MEMPHIS
*THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
*UNC-CHAPEL HILL
*UNIVERSITY OF ALABAMA AT BIRMINGHAM
*UNIVERSITY OF FLORIDA
*UNIVERSITY OF GEORGIA
*UNIVERSITY OF KENTUCKY
*UNIVERSITY OF LOUISVILLE
*UNIVERSITY OF MISSISSIPPI
*UNIVERSITY OF SOUTH CAROLINA
*UNIVERSITY OF SOUTH FLORIDA
*UNIVERSITY OF SOUTHERN MISSISSIPPI
*UNIVERSITY OF TENNESSEE, KNOXVILLE

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* Member of the National Association of State and Universities Land-Grant Colleges.

CHIEF EXECUTIVE OFFICER:
MULTI-CAMPUSES CHIEF
EXECUTIVE OFFICER

RANK	SALARY
1	176,390 *
2	174,270 *
3	152,763 *
4	143,300 *

AVERAGE "*" 161,681

AVERAGE ALL 161,681

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION
CHIEF EXEC. OFFICER

RANK	SALARY
1	217,220 *
2	209,613 *
3	201,100 *
4	200,000 *
5	200,000 *
6	198,376
7	197,219
8	177,450 *
9	175,700 *
10	175,000 *
11	165,000 *
12	150,398 *
13	147,124 *
14	142,285 *
15	131,790 *
16	113,300 *
17	113,000 *
18	112,956 *

AVERAGE "*" 164,496

AVERAGE ALL 168,196

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL
OFFICER

RANK	SALARY
1	171,025 *
2	156,000 *
3	143,800 *
4	135,500 *
5	130,000 *
6	128,000 *
7	127,447 *
8	127,199
9	125,580 *
10	(122,500)*
11	117,000
12	115,559 *
13	115,000 *
14	107,750 *
15	102,600 *
16	101,760 *
17	101,200 *
18	100,000 *
19	98,000 *
20	96,200 *
21	94,800 *
22	82,612 *

AVERAGE "*" 117,767

AVERAGE ALL 118,161

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR
MANAGEMENT & BUDGET

RANK	SALARY
1	120,000 *
2	114,200 *
3	114,100 *
4	110,480 *
5	90,000 *
6	88,029 *
7	80,000

AVERAGE "*" 106,135

AVERAGE ALL 102,401

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS
AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	115,000 *
2	111,100 *
3	107,100 *
4	96,300 *
5	91,503 *
6	90,000 *
7	84,800 *
8	82,800 *
9	73,440 *

AVERAGE "*" 94,671

AVERAGE ALL 94,671

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR HUMAN
RESOURCES

RANK	SALARY
1	115,000 *
2	114,000 *
3	110,700 *
4	106,327 *
5	99,400 *
6	92,700 *
7	88,000 *
8	79,000
9	77,020 *
10	72,828 *
11	72,800 *

AVERAGE "*" 94,878

AVERAGE ALL 93,434

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR
FACILITIES PLANNING

RANK	SALARY
1	130,000 *
2	119,782 *
3	98,900 *
4	96,200 *
5	82,620 *
6	79,200 *
7	79,000
8	76,971 *
9	76,244 *

AVERAGE "*" 94,990

AVERAGE ALL 93,213

* = NASULGC

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

RANK	SALARY
1	92,000 *
2	80,000 *
3	77,720 *
4	77,058 *
5	71,540 *
6	70,000 *
7	69,700 *
8	67,600
9	64,450 *
10	61,163 *
11	60,900
12	60,000 *
13	60,000 *
14	59,000 *
15	56,124 *
16	50,120 *
17	46,112 *
18	43,718 *
19	37,824 *

AVERAGE "*" 63,325

AVERAGE ALL 63,423

FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER.

RANK	SALARY
1	88,719 *
2	86,454 *
3	82,320 *
4	79,300 *
5	76,426 *
6	72,317 *
7	71,125 *
8	69,690 *
9	69,249 *
10	68,650
11	68,576 *
12	68,000 *
13	67,829 *
14	65,052 *
15	64,609 *
16	62,944 *
17	56,002 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 71,788

AVERAGE ALL 71,604

FINANCIAL ADMINISTRATOR: BUDGET DIRECTOR

RANK	SALARY
1	96,889 *
2	95,000 *
3	90,300 *
4	82,266 *
5	71,721 *
6	69,937 *
7	68,426 *
8	65,000 *
9	60,000 *
10	60,000
11	57,600 *
12	56,522
13	56,200 *
14	54,263 *
15	50,988 *

AVERAGE "*" 70,661

AVERAGE ALL 69,007

FINANCIAL ADMINISTRATOR: DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	92,600 *
2	71,540 *
3	55,360 *
4	51,018 *
5	39,265 *
6	34,777 *

AVERAGE "*" 57,427

AVERAGE ALL 57,427

FINANCIAL ADMINISTRATOR: TREASURER OR BURSAR

RANK	SALARY
1	98,400 *
2	67,058 *
3	61,943 *
4	59,600 *
5	59,537 *
6	53,300 *
7	51,903 *
8	49,261 *
9	47,967 *
10	47,664 *
11	47,343 *
12	42,030 *
13	32,732 *

AVERAGE "*" 55,288

AVERAGE ALL 55,288

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

RANK	SALARY
1	83,880 *
2	77,208 *
3	70,452 *
4	69,806 *
5	68,624 *
6	61,850 *
7	60,941 *
8	59,740 *
9	59,175 *
10	59,000 *
11	57,430 *
12	56,407 *
13	55,598
14	55,150
15	55,022 *
16	54,934 *
17	54,080 *
18	53,130 *
19	51,958 *
20	51,852 *
21	39,216 *

* = NASULGC

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

(CONTINUED)

AVERAGE "x" 60,248

AVERAGE ALL 59,783

FINANCIAL ADMINISTRATOR: DIRECTOR OF BENEFITS

RANK	SALARY
1	65,603 *
2	65,000 *
3	(58,000)*
4	58,000 *
5	54,250 *
6	47,000
7	46,124 *
8	44,817 *
9	44,263 *
10	44,093 *
11	42,840 *

AVERAGE "x" 52,299

AVERAGE ALL 51,817

FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL

RANK	SALARY
1	83,447 *
2	82,000 *
3	80,113 *
4	73,750 *
5	72,484 *
6	68,125 *
7	62,805 *
8	61,000
9	60,624 *
10	59,754 *
11	(58,000)*
12	51,744 *
13	48,000

RANK SALARY
(CONTINUED)

AVERAGE "x" 68,441

AVERAGE ALL 66,296

FINANCIAL ADMINISTRATOR: DIRECTOR OF PAYROLL

RANK	SALARY
1	67,239 *
2	65,000 *
3	63,500 *
4	60,686 *
5	58,973 *
6	57,100 *
7	56,700 *
8	56,146 *
9	51,800
10	47,388 *
11	46,900 *
12	45,165 *
13	45,046 *
14	43,669 *
15	39,330 *
16	34,992 *
17	29,211

AVERAGE "x" 52,522

AVERAGE ALL 51,109

FINANCIAL ADMINISTRATOR: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	89,424 *
2	78,864 *
3	76,852 *
4	75,000 *
5	73,300 *
6	72,646 *
7	71,540 *
8	71,535 *
9	70,000 *
10	60,950
11	60,572 *
12	52,016 *
13	46,116 *

RANK	SALARY
14	43,960

AVERAGE "x" 69,822

AVERAGE ALL 67,341

FINANCIAL ADMINISTRATOR: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	101,263 *
2	97,700 *
3	91,032 *
4	82,233 *
5	82,000 *
6	81,000 *
7	80,142 *
8	80,000 *
9	79,385 *
10	77,151 *
11	73,762 *
12	73,720
13	70,650
14	70,349 *
15	68,159 *
16	67,983 *
17	67,236 *
18	65,440 *
19	63,334 *
20	62,500 *
21	58,871 *

AVERAGE "x" 76,292

AVERAGE ALL 75,900

FINANCIAL ADMINISTRATOR: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	85,659 *
2	84,200 *
3	77,297
4	74,400 *
5	72,500 *
6	69,167 *
7	68,414 *
8	67,540 *
9	60,989 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

FINANCIAL ADMINISTRATOR: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY (CONTINUED)
10	60,400
11	59,909 *
12	57,842 *
13	56,712 *
14	55,458 *
15	52,400 *
16	47,616 *
17	47,044 *
18	40,212 *
19	39,711 *
20	39,321 *
21	37,365 *

AVERAGE "x" 58,761

AVERAGE ALL 59,722

FINANCIAL ADMINISTRATOR: DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	89,100 *
2	87,000 *
3	82,306 *
4	67,432 *
5	63,840 *
6	63,111 *
7	52,500
8	52,060 *
9	52,005 *
10	48,348 *
11	47,555 *
12	44,259 *
13	41,892 *
14	33,129 *

AVERAGE "x" 59,387

AVERAGE ALL 58,896

ACADEMIC ADMINISTRATORS: CHIEF ACADEMIC OFFICER

RANK	SALARY
1	210,200 *
2	187,110 *
3	(175,000)*
4	160,999
5	155,868 *
6	150,000 *
7	149,100 *
8	145,124 *
9	144,500
10	142,500 *
11	140,661 *
12	140,634 *
13	138,500 *
14	136,000 *
15	134,000 *
16	128,750 *
17	126,800 *
18	120,947 *
19	112,000 *
20	111,288 *
21	91,670 *
22	90,793 *

AVERAGE "x" 139,347

AVERAGE ALL 140,566

ACADEMIC ADMINISTRATORS: INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	117,912 *
2	95,625 *
3	93,912 *
4	78,954 *
5	74,000 *
6	66,240 *
7	63,031 *
8	63,000
9	50,811 *
10	45,999
11	41,108 *
12	30,591 *

RANK SALARY (CONTINUED)

AVERAGE "x" 71,218

AVERAGE ALL 68,432

ACADEMIC ADMINISTRATORS: DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	104,000
2	97,042 *
3	85,000 *
4	83,813 *
5	74,000 *
6	67,620 *
7	56,040 *
8	55,861 *

AVERAGE "x" 74,197

AVERAGE ALL 77,922

ACADEMIC ADMINISTRATORS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	120,000 *
2	112,506 *
3	111,000 *
4	110,872 *
5	109,000 *
6	104,977 *
7	100,557 *
8	97,000 *
9	96,000 *
10	92,579
11	92,424 *
12	92,115 *
13	91,400 *
14	85,915 *
15	82,658 *
16	82,658 *
17	76,513 *
18	75,700 *
19	70,550 *
20	59,754 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

ACADEMIC ADMINISTRATORS: DIRECTOR OF LIBRARIES

(CONTINUED)

AVERAGE "x" 93,242

AVERAGE ALL 93,209

ACADEMIC ADMINISTRATORS: MUSEUM DIRECTOR

RANK	SALARY
1	117,500 *
2	99,577 *
3	84,660 *
4	78,100 *
5	66,852 *
6	53,268 *
7	51,320 *

AVERAGE "x" 78,754

AVERAGE ALL 78,754

ACADEMIC ADMINISTRATORS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	118,000 *
2	83,640 *
3	81,000 *
4	75,953 *
5	72,000 *
6	69,028 *
7	68,771 *
8	65,071 *
9	64,000
10	63,294 *
11	62,100 *
12	62,090 *
13	58,570
14	57,000 *
15	56,769 *
16	55,650 *
17	52,008 *
18	48,498 *
19	47,353 *

RANK SALARY (CONTINUED)

AVERAGE "x" 66,954

AVERAGE ALL 66,358

ACADEMIC ADMINISTRATORS: REGISTRAR

RANK	SALARY
1	101,179 *
2	81,840 *
3	(78,000)*
4	75,000 *
5	72,681 *
6	71,750 *
7	71,500 *
8	69,000 *
9	66,708 *
10	63,750
11	61,600 *
12	57,192 *
13	56,769 *
14	53,000 *
15	(51,000)*
16	48,134 *
17	47,700 *
18	45,023 *
19	44,715 *
20	42,263 *
21	37,885 *

AVERAGE "x" 61,647

AVERAGE ALL 61,747

ACADEMIC DEANS: AGRICULTURE

RANK	SALARY
1	(138,672)*
2	138,000 *
3	125,240 *
4	124,673 *
5	112,000 *
6	108,310 *
7	93,679 *
8	68,813 *

RANK SALARY (CONTINUED)

AVERAGE "x" 113,673

AVERAGE ALL 113,673

ACADEMIC DEANS: ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	152,000 *
2	125,000 *
3	115,800 *
4	114,099 *
5	112,500 *
6	105,000 *
7	102,000 *
8	100,101 *
9	91,814 *

AVERAGE "x" 113,146

AVERAGE ALL 113,146

ACADEMIC DEANS: ARTS AND LETTERS

RANK	SALARY
1	125,000
2	(103,800)*
3	91,000 *

AVERAGE "x" 97,400

AVERAGE ALL 106,600

ACADEMIC DEANS: ARTS AND SCIENCES

RANK	SALARY
1	172,500 *
2	148,000
3	146,300 *
4	145,000
5	124,409 *
6	123,487 *
7	114,700 *
8	111,300 *

* = NASULGC

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK (CONTINUED)	SALARY
9	104,847 *
10	102,714 *
11	102,628 *
12	76,260 *

AVERAGE "*" 117,915

AVERAGE ALL 122,679

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	194,500 *
2	182,500 *
3	165,700 *
4	147,950
5	141,800 *
6	134,001 *
7	132,000 *
8	129,135 *
9	128,000 *
10	125,118 *
11	125,000 *
12	124,560 *
13	124,000 *
14	120,000 *
15	111,386 *
16	110,770 *
17	108,315 *
18	106,464 *
19	106,375 *
20	81,549 *

AVERAGE "*" 129,009

AVERAGE ALL 129,956

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	140,920 *
2	100,000 *
3	93,300
4	92,224 *
5	82,655 *
6	81,000 *
7	79,446 *
8	75,260 *
9	65,605 *
10	63,625 *
11	62,000 *
12	60,000 *

AVERAGE "*" 82,067

AVERAGE ALL 83,003

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	145,500 *
2	128,300 *
3	122,093 *
4	119,000 *
5	118,000 *
6	118,000 *
7	115,600
8	114,651
9	108,675 *
10	108,630 *
11	107,622 *
12	104,414 *
13	104,000 *
14	103,680 *
15	101,500 *
16	99,580 *
17	93,000 *
18	92,883 *
19	86,202 *
20	74,130 *

AVERAGE "*" 107,512

AVERAGE ALL 108,273

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	207,200 *
2	184,000 *
3	145,524
4	133,864 *
5	132,500 *
6	131,842 *
7	131,440 *
8	130,510 *
9	123,524 *
10	122,600 *
11	122,000 *
12	117,000 *
13	115,000 *
14	114,752 *
15	110,395 *
16	95,325 *
17	93,644 *

AVERAGE "*" 129,100

AVERAGE ALL 130,066

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY
1	121,250 *
2	103,018 *
3	100,350 *
4	98,748 *
5	97,367
6	82,772 *

AVERAGE "*" 101,228

AVERAGE ALL 100,584

ACADEMIC DEANS:
FORESTRY

RANK	SALARY
1	134,600 *
2	116,529 *
3	108,150 *
4	95,850 *

AVERAGE "*" 113,782

AVERAGE ALL 113,782

TABLE II (CONTINUED)
ATLANTA REGION

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	(132,600)*
2	124,900 *
3	123,155 *
4	115,253 *
5	112,000 *
6	112,000 *
7	109,565 *
8	(106,500)*
9	(101,825)*
10	98,490 *
11	98,363
12	97,005 *
13	96,841 *
14	89,200 *
15	86,652 *
16	75,903 *

AVERAGE "*" 105,459

AVERAGE ALL 105,016

ACADEMIC DEANS:
HEALTH/PHYSICAL EDUCATION/RECREATION

RANK	SALARY
1	117,500 *
2	99,254 *
3	93,000 *

AVERAGE "*" 103,251

AVERAGE ALL 103,251

ACADEMIC DEANS:
HOME ECONOMICS

RANK	SALARY
1	125,700 *
2	107,250
3	102,000 *
4	99,300 *
5	95,095 *
6	89,800 *
7	86,835 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 99,788

AVERAGE ALL 100,854

ACADEMIC DEANS:
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	130,000 *
2	120,564 *
3	113,600 *
4	108,394 *
5	106,000 *
6	105,000
7	(99,561)*
8	89,000 *

AVERAGE "*" 109,588

AVERAGE ALL 109,015

ACADEMIC DEANS:
LAW

RANK	SALARY
1	169,700 *
2	160,000 *
3	154,338
4	145,000
5	138,145 *
6	136,287 *
7	133,900 *
8	133,805 *
9	132,400 *
10	131,580 *
11	128,757 *
12	127,677 *

AVERAGE "*" 139,225

AVERAGE ALL 140,966

ACADEMIC DEANS:
LIBERAL ARTS

RANK	SALARY
1	119,697 *
2	103,680 *
3	100,280 *
4	93,300 *

AVERAGE "*" 104,239

AVERAGE ALL 104,239

ACADEMIC DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	110,000
2	100,674 *
3	100,000 *
4	(99,561)*
5	85,300 *

AVERAGE "*" 96,384

AVERAGE ALL 99,107

ACADEMIC DEANS:
MUSIC

RANK	SALARY
1	114,336
2	99,000 *
3	98,671 *
4	91,488 *

AVERAGE "*" 96,386

AVERAGE ALL 100,874

ACADEMIC DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	125,500 *
2	112,000
3	78,060 *

* = NASULGC

ACADEMIC DEANS:
PUBLIC AFFAIRS

(CONTINUED)

AVERAGE "*" 101,780

AVERAGE ALL 105,187

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	170,000 *
2	128,000 *
3	123,336 *
4	(118,000)*
5	106,464 *
6	106,000 *

AVERAGE "*" 125,300

AVERAGE ALL 125,300

ACADEMIC DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	113,200 *
2	113,169
3	82,867 *

AVERAGE "*" 98,034

AVERAGE ALL 103,079

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	132,702 *
2	115,000 *
3	105,218 *
4	102,058 *
5	100,000
6	94,683 *
7	87,150 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 106,135

AVERAGE ALL 105,259

ACADEMIC DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	130,000 *
2	117,446 *
3	102,314
4	101,000 *
5	87,841 *
6	77,300 *

AVERAGE "*" 102,717

AVERAGE ALL 102,650

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	200,000 *
2	162,500 *
3	154,116 *
4	131,618 *
5	130,224 *
6	78,960 *

AVERAGE "*" 142,903

AVERAGE ALL 142,903

MEDICAL DEANS:
HEALTH-RELATED PROFESSIONAL

RANK	SALARY
1	153,350 *
2	150,000 *
3	114,500
4	107,186 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 136,845

AVERAGE ALL 131,259

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	280,961 *
2	280,500 *
3	226,444 *
4	187,488 *
5	170,000 *
6	105,000 *
7	78,060 *

AVERAGE "*" 189,779

AVERAGE ALL 189,779

MEDICAL DEANS:
NURSING

RANK	SALARY
1	149,229 *
2	130,000 *
3	112,675 *
4	112,476 *
5	110,000 *
6	110,000 *
7	108,757 *
8	100,835 *
9	92,714 *
10	90,500 *
11	90,000 *
12	86,630

AVERAGE "*" 109,744

AVERAGE ALL 107,818

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	142,232 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

MEDICAL DEANS:
PHARMACY

RANK (CONTINUED)	SALARY
2	140,000 *
3	130,000 *
4	107,000 *
5	106,296 *
6	93,943 *

AVERAGE "*" 119,912

AVERAGE ALL 119,912

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	160,000 *
2	157,500 *
3	125,388 *
4	122,188 *

AVERAGE "*" 141,269

AVERAGE ALL 141,269

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	154,500 *
2	138,900 *
3	125,908 *
4	121,098 *
5	102,723 *
6	89,210 *

AVERAGE "*" 122,057

AVERAGE ALL 122,057

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	123,760 *
2	123,500 *
3	116,200 *
4	112,600
5	110,000 *
6	109,700 *
7	108,457 *
8	105,500 *
9	104,523 *
10	103,049
11	102,516 *
12	101,719 *
13	101,000 *
14	99,500 *
15	97,700 *
16	94,600 *
17	90,000 *
18	89,270 *
19	82,900 *
20	81,669 *
21	74,956 *
22	69,500 *

AVERAGE "*" 99,349

AVERAGE ALL 100,119

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	82,000 *
2	78,440 *
3	77,495 *
4	72,155 *
5	70,665 *
6	70,420 *
7	65,500 *
8	62,500 *
9	62,000 *
10	61,560 *
11	61,200 *
12	60,210
13	59,047 *
14	58,370 *
15	57,726
16	50,913 *
17	49,056 *
18	48,823 *
19	44,223 *
20	42,264 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 62,035

AVERAGE ALL 61,728

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING SERVICES

RANK	SALARY
1	80,000 *
2	72,328 *
3	68,225 *
4	63,000 *
5	50,328 *
6	49,900 *

AVERAGE "*" 63,964

AVERAGE ALL 63,964

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	86,413
2	83,000 *
3	81,761 *
4	81,389 *
5	77,441 *
6	76,700 *
7	73,500 *
8	66,953 *
9	65,687 *
10	63,839 *
11	59,754 *
12	58,486 *
13	55,222
14	49,594 *
15	48,821 *
16	44,748 *

AVERAGE "*" 66,548

AVERAGE ALL 67,082

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	
1	148,950	*
2	126,684	*
3	122,040	*
4	115,229	*
5	96,642	*
6	95,000	*
7	90,195	*
8	89,733	*
9	87,288	*
10	86,081	*
11	70,000	*
12	69,138	
13	68,179	*
14	62,646	*
15	52,674	*
16	45,912	*

AVERAGE "*" 90,484

AVERAGE ALL 89,149

STUDENT SERVICES ADMIN.: DIRECTOR OF CAREER SERVICES

RANK	SALARY	
1	80,905	*
2	75,923	*
3	70,700	*
4	66,748	*
5	61,825	
6	60,654	*
7	60,033	*
8	60,000	*
9	58,916	
10	58,200	*
11	52,504	*
12	44,860	*
13	44,805	*
14	43,776	*
15	41,295	*
16	40,942	*
17	39,834	*
18	32,967	*
19	29,000	*

RANK SALARY (CONTINUED)

AVERAGE "*" 53,126

AVERAGE ALL 53,889

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT UNION

RANK	SALARY	
1	85,000	*
2	66,125	*
3	63,100	*
4	58,500	*
5	58,000	*
6	54,813	
7	51,595	*
8	51,000	*
9	50,000	*
10	49,113	*
11	48,414	*
12	45,940	*
13	45,332	*
14	41,340	*
15	41,176	*
16	37,201	*

AVERAGE "*" 52,789

AVERAGE ALL 52,916

STUDENT SERVICES ADMIN.: DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY	
1	82,037	*
2	65,625	*
3	65,119	*
4	60,572	*
5	55,781	
6	55,640	*
7	54,576	*
8	53,000	*
9	37,000	*
10	36,844	*
11	30,000	*

RANK SALARY (CONTINUED)

AVERAGE "*" 54,041

AVERAGE ALL 54,199

STUDENT SERVICES ADMIN.: DIRECTOR OF COUNSELING

RANK	SALARY	
1	91,927	*
2	65,029	*
3	64,343	*
4	63,130	
5	62,352	*
6	59,000	*
7	58,180	*
8	55,890	*
9	55,772	
10	55,116	*
11	54,700	*
12	54,550	*
13	54,317	*
14	52,991	*
15	48,000	*
16	47,537	*
17	47,353	*
18	42,060	*
19	30,716	*

AVERAGE "*" 55,533

AVERAGE ALL 55,945

STUDENT SERVICES ADMIN.: DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY	
1	115,000	*
2	71,621	
3	61,267	*
4	56,900	*
5	56,008	*
6	55,782	*
7	53,400	*
8	52,025	*
9	51,399	*
10	45,900	*
11	43,577	*

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

STUDENT SERVICES ADMIN.: DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK (CONTINUED)	SALARY
12	41,846 *
13	41,097 *
14	40,800 *
15	40,456 *
16	37,983
17	29,000 *

AVERAGE "*" 52,297

AVERAGE ALL 52,592

STUDENT SERVICES ADMIN.: DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	87,703 *
2	60,300 *
3	58,390 *
4	49,260 *
5	47,100 *
6	45,416 *
7	45,000 *
8	42,283 *
9	41,108 *
10	40,367
11	40,000 *
12	38,807
13	38,000 *
14	35,790 *
15	33,540 *

AVERAGE "*" 47,992

AVERAGE ALL 46,871

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	82,657 *
2	80,469 *
3	69,249 *
4	55,908 *
5	55,000 *
6	51,300 *
7	49,000 *
8	47,833 *
9	33,790 *

AVERAGE "*" 58,356

AVERAGE ALL 58,356

STUDENT SERVICES ADMIN.: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	92,310 *
2	85,713 *
3	(78,000)*
4	74,500 *
5	74,000 *
6	69,050 *
7	67,600
8	67,350 *
9	63,729 *
10	61,560 *
11	58,560 *
12	58,000 *
13	57,500
14	57,240 *
15	57,000 *
16	55,677 *
17	(51,000)*
18	49,556 *
19	45,000 *
20	43,051 *
21	39,418 *

AVERAGE "*" 62,143

AVERAGE ALL 62,182

STUDENT SERVICES ADMIN.: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	72,100 *
2	69,768 *
3	69,340 *
4	68,300
5	64,591 *
6	61,560 *
7	61,560 *
8	60,500
9	60,000 *
10	60,000 *
11	59,920 *
12	59,664 *
13	58,600 *
14	56,000 *
15	55,188 *
16	55,000 *
17	54,530 *
18	54,000 *
19	52,799 *
20	51,516 *
21	50,000 *
22	49,346 *

AVERAGE "*" 58,774

AVERAGE ALL 59,286

DEVELOPMENT ADMINISTRATORS: CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	(175,000)*
2	124,216 *
3	124,000 *
4	(122,500)*
5	112,900
6	112,707 *
7	109,221 *
8	104,148 *
9	103,130 *
10	101,000 *
11	(99,500)*
12	93,840 *
13	87,500 *

AVERAGE "*" 113,064

AVERAGE ALL 113,051

DEVELOPMENT ADMINISTRATORS: CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	137,600 *
2	134,900 *

* = NASULGC

DEVELOPMENT ADMINISTRATORS: CHIEF DEVELOPMENT OFFICER

RANK (CONTINUED)	SALARY
3	118,333 *
4	115,500 *
5	114,400 *
6	112,300
7	99,750 *
8	89,137 *
9	83,748 *

AVERAGE "x" 111,671

AVERAGE ALL 111,741

DEVELOPMENT ADMINISTRATORS: CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	120,000 *
2	116,000 *
3	99,398 *
4	92,385 *
5	87,360
6	83,670 *
7	81,900 *
8	72,313 *
9	70,000 *
10	68,000 *
11	67,219 *

AVERAGE "x" 87,089

AVERAGE ALL 87,113

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	70,000 *
2	50,085 *
3	46,998 *
4	39,975 *
5	38,950 *
6	33,817 *
7	32,460 *

RANK SALARY (CONTINUED)

AVERAGE "x" 44,612

AVERAGE ALL 44,612

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	83,475 *
2	82,400 *
3	(76,661)*
4	73,550 *
5	69,484 *
6	60,000 *
7	58,851
8	57,480 *
9	56,808 *
10	53,960 *
11	49,107 *
12	48,432 *
13	47,336 *
14	44,340 *
15	42,198 *

AVERAGE "x" 60,374

AVERAGE ALL 60,272

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	104,475 *
2	95,400 *
3	91,300 *
4	87,550 *
5	78,024 *
6	75,000 *
7	74,429 *
8	55,105 *
9	50,490 *
10	50,000 *
11	40,884

RANK SALARY (CONTINUED)

AVERAGE "x" 76,177

AVERAGE ALL 72,969

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	117,760 *
2	113,512 *
3	90,000 *
4	90,000
5	85,170 *
6	73,134 *
7	72,588 *
8	67,300 *
9	66,821 *
10	66,808 *
11	64,291 *
12	61,115 *
13	57,876
14	56,628 *
15	56,065 *
16	55,000 *
17	49,920 *
18	45,940 *
19	45,045 *
20	43,027 *
21	32,000 *

AVERAGE "x" 66,428

AVERAGE ALL 67,143

INFO MANAGEMENT ADMINISTRA CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	141,546 *
2	130,650 *
3	119,204 *
4	117,500 *
5	115,318 *
6	108,000 *
7	103,000 *
8	100,557 *
9	98,500 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

INFO MANAGEMENT ADMINISTRATOR: CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
(CONTINUED)	
10	98,120 *
11	96,000
12	76,000 *
13	57,410 *

AVERAGE "*" 105,484

AVERAGE ALL 104,754

INFO MANAGEMENT ADMINISTRATOR: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	107,000 *
2	93,482 *
3	92,200 *
4	91,000
5	86,400 *
6	76,000 *
7	76,000 *
8	73,100 *
9	64,618 *

AVERAGE "*" 83,600

AVERAGE ALL 84,422

INFO MANAGEMENT ADMINISTRATOR: DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	75,514 *
2	74,241 *
3	72,304 *
4	65,931 *
5	65,754 *
6	54,146 *
7	49,674 *
8	42,930 *

AVERAGE "*" 62,562

AVERAGE ALL 62,562

INFO MANAGEMENT ADMINISTRATOR: DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	86,700 *
2	86,500
3	84,000
4	83,673 *
5	83,000 *
6	77,000 *
7	69,582 *
8	67,320 *
9	64,556 *
10	62,000 *
11	58,499 *
12	53,460 *

AVERAGE "*" 70,579

AVERAGE ALL 73,024

RESEARCH ADMINISTRATORS: CHIEF RESEARCH OFFICER

RANK	SALARY
1	174,600 *
2	156,000 *
3	142,600 *
4	(132,600)*
5	130,000 *
6	129,792
7	124,384 *
8	123,155 *
9	117,800
10	116,223 *
11	112,000 *
12	112,000 *
13	(106,500)*
14	102,600 *
15	(101,825)*
16	99,840 *
17	98,262 *
18	58,810 *

AVERAGE "*" 118,212

AVERAGE ALL 118,833

RESEARCH ADMINISTRATORS: DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	125,500 *
2	104,642 *
3	92,031 *
4	91,052 *
5	89,433 *
6	87,943
7	86,098 *
8	82,492 *
9	79,008 *
10	76,150 *
11	74,285 *
12	74,256 *
13	68,468 *
14	67,604
15	57,300 *
16	55,062 *
17	53,597 *
18	47,034 *

AVERAGE "*" 78,526

AVERAGE ALL 78,442

AGRICULTURAL ADMINSTRATORS: VICE PRESIDENT FOR AGRICULTURE

RANK	SALARY
1	172,000 *
2	(138,672)*
3	119,000 *
4	100,779 *

AVERAGE "*" 132,613

AVERAGE ALL 132,613

AGRICULTURAL ADMINSTRATORS: DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	120,800 *
2	115,000 *
3	104,142 *
4	95,893 *
5	81,700 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

AGRICULTURAL ADMINSTRATORS: DIRECTOR OF COOPERATIVE EXTENSION

RANK (CONTINUED)	SALARY
6	47,390 *

AVERAGE "*" 94,154

AVERAGE ALL 94,154

AGRICULTURAL ADMINSTRATORS: DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK	SALARY
1	120,000 *
2	115,962 *
3	100,720 *
4	96,924 *

AVERAGE "*" 108,402

AVERAGE ALL 108,402

OTHER ADMINISTRATORS: ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	121,700 *
2	115,000 *
3	104,000 *
4	96,514 *
5	95,500 *
6	92,000 *
7	78,546
8	(76,661)*
9	70,464 *
10	65,000 *
11	65,000 *
12	58,850 *
13	58,000
14	48,112 *

AVERAGE "*" 84,067

AVERAGE ALL 81,811

OTHER ADMINISTRATORS: DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	85,600 *
2	82,100 *
3	77,828 *
4	76,960 *
5	73,109
6	72,450 *
7	68,500 *
8	68,000
9	67,500 *
10	66,800 *
11	61,532 *
12	61,457 *
13	58,830 *
14	58,494 *
15	57,410 *
16	47,390 *
17	45,736 *
18	31,983 *

AVERAGE "*" 63,786

AVERAGE ALL 64,538

OTHER ADMINISTRATORS: LEGAL COUNSEL

RANK	SALARY
1	116,100 *
2	115,000 *
3	112,300 *
4	104,000 *
5	100,400 *
6	99,000 *
7	98,500 *
8	97,000
9	93,793 *
10	84,169
11	82,914 *
12	82,000 *
13	78,609 *
14	77,250 *
15	72,746 *
16	68,340 *
17	60,000 *

RANK	SALARY (CONTINUED)

AVERAGE "*" 90,730

AVERAGE ALL 90,713

OTHER ADMINISTRATORS: HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	105,000 *
2	104,900 *
3	(99,500)*
4	99,398 *
5	95,550 *
6	89,610 *
7	80,313 *
8	80,000 *
9	76,200 *
10	67,068 *
11	57,500
12	55,945 *

AVERAGE "*" 86,680

AVERAGE ALL 84,249

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINETY-EIGHT UNIVERSITIES REPRESENTING FORTY-SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The Universities participating from this region are:

BALL STATE UNIVERSITY
*BOWLING GREEN STATE UNIVERSITY
ILLINOIS STATE UNIVERSITY
*INDIANA UNIVERSITY - BLOOMINGTON
*KENT STATE UNIVERSITY
*MICHIGAN STATE UNIVERSITY
NORTHERN ILLINOIS UNIVERSITY
*OHIO STATE UNIVERSITY
*OHIO UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
THE UNIVERSITY OF AKRON
*THE UNIVERSITY OF TOLEDO
*UNIVERSITY OF CINCINNATI
UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
*UNIVERSITY OF MICHIGAN
*UNIVERSITY OF WISCONSIN - MADISON
*UW MILWAUKEE
WAYNE STATE UNIVERSITY

---

* Member of the National Association of State and Universities Land-Grant Colleges.

CHIEF EXECUTIVE OFFICER:
MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	230,000 *
2	220,008 *
3	219,350 *
4	179,350 *
5	160,000 *
6	142,125 *

AVERAGE "*" 191,806

AVERAGE ALL 191,806

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	260,709 *
2	185,400 *
3	182,175 *
4	172,500
5	170,000 *
6	167,500
7	158,950 *
8	158,550
9	155,000 *
10	145,080
11	136,308
12	131,700
13	129,720 *
14	126,708 *
15	126,000 *

AVERAGE "*" 166,074

AVERAGE ALL 160,420

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL OFFICER

RANK	SALARY
1	195,358 *
2	143,472 *
3	126,800 *
4	120,703
5	118,874 *
6	115,565
7	111,000
8	109,000
9	108,000
10	107,076 *
11	105,900 *
12	105,000 *
13	104,622 *
14	103,032
15	102,600 *
16	94,200 *
17	78,177 *

AVERAGE "*" 116,553

AVERAGE ALL 114,669

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	137,500 *
2	92,000
3	89,739
4	80,000

AVERAGE "*" 137,500

AVERAGE ALL 99,810

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	(143,000)*
2	(94,600)*
3	87,822 *
4	82,776 *
5	75,636
6	44,250

AVERAGE "*" 102,050

AVERAGE ALL 88,014

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR HUMAN RESOURCES

RANK	SALARY
1	131,843
2	115,000 *
3	105,000 *
4	97,158
5	83,100 *
6	78,216
7	49,000

AVERAGE "*" 101,033

AVERAGE ALL 94,188

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR FACILITIES PLANNING

RANK	SALARY
1	(143,000)*
2	90,900
3	90,300
4	89,000 *

AVERAGE "*" 116,000

AVERAGE ALL 103,300

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	87,500 *
2	85,500 *
3	71,000
4	69,780 *
5	66,000 *
6	64,581 *
7	62,004 *
8	61,766 *
9	60,600
10	58,847 *
11	53,568
12	49,416
13	49,000 *
14	46,845
15	45,503 *
16	43,800 *

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

RANK (CONTINUED)	SALARY
17	41,371

AVERAGE "*" 63,116

AVERAGE ALL 59,828

FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	133,700 *
2	99,100 *
3	98,540
4	96,700 *
5	90,000 *
6	87,084 *
7	86,135
8	78,100 *
9	76,735 *
10	76,704
11	75,550 *
12	74,111
13	72,190 *
14	68,640
15	63,907 *
16	63,380 *
17	56,985 *

AVERAGE "*" 82,786

AVERAGE ALL 82,209

FINANCIAL ADMINISTRATOR: BUDGET DIRECTOR

RANK	SALARY
1	136,000 *
2	92,424 *
3	89,393
4	84,800
5	70,365 *
6	68,076 *
7	67,332
8	61,500 *
9	54,000
10	53,530 *
11	52,420 *
12	52,209 *
13	46,450 *

AVERAGE "*" 70,330

AVERAGE ALL 71,423

FINANCIAL ADMINISTRATOR: TREASURER OR BURSAR

RANK	SALARY
1	132,000 *
2	106,848 *
3	91,829 *
4	75,456
5	70,671 *
6	70,000 *
7	69,468 *
8	65,780 *
9	63,450 *
10	56,096 *
11	55,900 *
12	53,477
13	51,500

AVERAGE "*" 78,204

AVERAGE ALL 74,037

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

RANK	SALARY
1	110,000 *
2	84,991 *
3	74,700
4	70,652
5	70,544 *
6	68,165
7	65,512
8	63,950 *
9	63,750 *
10	62,292 *
11	57,636 *
12	51,400 *
13	51,016 *
14	50,100
15	44,669 *

AVERAGE "*" 66,025

AVERAGE ALL 65,958

FINANCIAL ADMINISTRATOR: DIRECTOR OF BENEFITS

RANK	SALARY
1	71,400 *
2	68,500 *
3	66,830 *
4	65,004 *
5	59,556 *
6	57,243
7	49,395 *
8	48,500 *
9	43,842 *
10	42,828
11	40,290
12	39,535 *
13	38,808 *

AVERAGE "*" 55,137

AVERAGE ALL 53,210

FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL

RANK	SALARY
1	164,616 *
2	(138,500)*
3	97,734
4	88,608 *
5	87,822 *
6	82,100 *
7	75,840 *
8	75,360
9	70,669 *
10	69,254 *
11	68,638 *
12	65,500 *
13	65,400 *
14	65,165
15	61,382 *

* = NASULGC

FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL

(CONTINUED)

AVERAGE "x" 86,527

AVERAGE ALL 85,106

FINANCIAL ADMINISTRATOR: DIRECTOR OF PAYROLL

RANK	SALARY
1	78,900 *
2	70,544 *
3	68,600
4	61,677 *
5	60,113
6	57,279
7	53,310 *
8	49,016 *
9	47,724
10	47,544
11	47,018 *
12	43,650 *
13	43,195 *
14	42,500 *
15	39,312
16	36,775 *

AVERAGE "x" 52,659

AVERAGE ALL 52,947

FINANCIAL ADMINISTRATOR: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	118,300 *
2	96,664 *
3	85,700
4	76,211 *
5	70,789 *
6	67,800 *
7	64,000 *
8	59,360
9	58,650 *
10	55,958 *
11	53,964
12	47,154 *

AVERAGE "x" 72,836

AVERAGE ALL 71,213

FINANCIAL ADMINISTRATOR: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	122,000 *
2	106,700 *
3	102,768 *
4	101,321 *
5	92,084 *
6	91,494
7	91,000 *
8	82,697 *
9	82,000 *
10	81,686 *
11	81,008 *
12	80,760
13	77,000 *
14	74,880
15	68,090 *
16	64,480
17	63,125 *

AVERAGE "x" 88,575

AVERAGE ALL 86,064

FINANCIAL ADMINISTRATOR: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	90,380 *
2	82,800 *
3	81,120
4	80,671 *
5	78,714
6	75,662 *
7	72,174 *
8	71,760
9	67,624 *
10	65,571 *
11	65,436 *
12	63,864
13	62,436 *
14	61,700 *
15	61,100
16	56,774 *
17	55,416
18	51,968 *

AVERAGE "x" 69,433

AVERAGE ALL 69,176

FINANCIAL ADMINISTRATOR: DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	94,388
2	78,120 *
3	77,422 *
4	73,020 *
5	69,779
6	68,881 *
7	64,460 *
8	63,000 *
9	60,000 *
10	57,938 *
11	53,143 *
12	52,320
13	49,152
14	38,085

AVERAGE "x" 66,220

AVERAGE ALL 64,265

ACADEMIC ADMINISTRATORS: CHIEF ACADEMIC OFFICER

RANK	SALARY
1	210,718 *
2	176,352 *
3	162,000 *
4	157,500
5	145,000 *
6	132,000
7	130,000
8	128,150 *
9	128,000 *
10	123,500 *
11	121,680
12	120,864

TABLE II (CONTINUED)
CHICAGO REGION

ACADEMIC ADMINISTRATORS: CHIEF ACADEMIC OFFICER

RANK (CONTINUED)	SALARY
13	119,136
14	118,097 *
15	118,000 *
16	117,895 *
17	117,850 *
18	113,375 *

AVERAGE "*" 138,245

AVERAGE ALL 135,562

ACADEMIC ADMINISTRATORS: INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	111,300 *
2	83,892
3	80,184
4	78,924 *
5	65,000
6	58,342 *

AVERAGE "*" 82,855

AVERAGE ALL 79,607

ACADEMIC ADMINISTRATORS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	145,500 *
2	126,000 *
3	118,554
4	115,000 *
5	114,000 *
6	110,000
7	108,960 *
8	103,600 *
9	103,320 *
10	102,672
11	99,200 *
12	97,708 *
13	93,350 *
14	92,140
15	90,000
16	85,000 *
17	83,600 *
18	55,725

AVERAGE "*" 106,270

AVERAGE ALL 102,463

ACADEMIC ADMINISTRATORS: MUSEUM DIRECTOR

RANK	SALARY
1	85,500 *
2	73,152 *
3	71,418 *
4	69,000 *
5	68,401 *
6	65,880 *
7	56,412
8	42,444

AVERAGE "*" 72,225

AVERAGE ALL 66,526

ACADEMIC ADMINISTRATORS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	88,450 *
2	85,441 *
3	84,949 *
4	82,080
5	76,997 *
6	71,769 *
7	70,544 *
8	69,564 *
9	67,800 *
10	66,233 *
11	66,000
12	64,600
13	60,000
14	57,250 *

AVERAGE "*" 73,900

AVERAGE ALL 72,263

ACADEMIC ADMINISTRATORS: REGISTRAR

RANK	SALARY
1	99,800 *
2	98,400 *
3	85,920 *
4	83,075 *
5	75,000 *
6	71,374
7	70,272
8	70,150 *
9	69,657
10	69,648 *
11	65,558 *
12	61,323
13	61,193
14	59,256
15	58,800 *
16	54,900 *
17	49,812 *

AVERAGE "*" 73,733

AVERAGE ALL 70,832

ACADEMIC DEANS: AGRICULTURE

RANK	SALARY
1	(159,500)*
2	(152,500)*
3	129,000 *
4	96,384 *

AVERAGE "*" 134,346

AVERAGE ALL 134,346

ACADEMIC DEANS: ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	133,248 *
2	127,500 *
3	120,965 *
4	116,857
5	106,000 *
6	96,977 *

* = NASULGC

ACADEMIC DEANS:
ARCHITECURE/ENVIRONMENTAL DESIGN

RANK (CONTINUED)	SALARY
7	95,000

AVERAGE "*" 116,938

AVERAGE ALL 113,792

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	200,000 *
2	169,008 *
3	136,300 *
4	136,200 *
5	130,698
6	123,000
7	119,000 *
8	118,404 *
9	109,580 *
10	109,050 *
11	108,200 *
12	103,090 *
13	102,674
14	98,600 *
15	96,936

AVERAGE "*" 127,948

AVERAGE ALL 124,049

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	199,000 *
2	182,526 *
3	177,000 *
4	171,050 *
5	166,500 *
6	164,004 *
7	144,755
8	132,000 *
9	125,800 *
10	125,000
11	125,000 *
12	121,980 *
13	113,316 *
14	111,000
15	110,850
16	109,870 *
17	109,725 *
18	100,980

AVERAGE "*" 145,982

AVERAGE ALL 138,353

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	114,300 *
2	111,912
3	105,000 *
4	101,236
5	100,721 *
6	97,950 *
7	96,000 *
8	95,100 *
9	90,747 *
10	86,578
11	86,525 *
12	75,350 *

AVERAGE "*" 95,744

AVERAGE ALL 96,785

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	141,000 *
2	138,500 *
3	132,288 *
4	125,000 *
5	120,396
6	115,000 *
7	114,264 *
8	113,700 *
9	112,300 *
10	110,800 *
11	106,890 *
12	105,000 *
13	103,000
14	101,600 *
15	100,980
16	99,816 *
17	94,596
18	92,124
19	89,828

AVERAGE "*" 116,628

AVERAGE ALL 111,425

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	178,500 *
2	172,640
3	168,000 *
4	164,100 *
5	147,600 *
6	139,500 *
7	137,211
8	137,000 *
9	135,000
10	133,900 *
11	126,516
12	119,832 *

AVERAGE "*" 148,554

AVERAGE ALL 146,650

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY
1	125,004 *
2	124,000 *
3	104,040 *
4	102,000 *
5	101,004
6	98,600 *
7	98,497
8	98,000
9	92,904
10	90,757

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

ACADEMIC DEANS:
FINE ARTS

(CONTINUED)

AVERAGE "*" 110,729

AVERAGE ALL 103,481

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	(165,200)*
2	148,000 *
3	145,000
4	145,000 *
5	134,840 *
6	(127,812)
7	122,388 *
8	(103,500)*
9	102,792 *
10	98,328
11	91,613
12	88,347 *
13	83,200

AVERAGE "*" 126,258

AVERAGE ALL 119,694

ACADEMIC DEANS:
HEALTH/PHYSICAL
EDUCATION/RECREATION

RANK	SALARY
1	125,500 *
2	108,000 *
3	63,924 *

AVERAGE "*" 99,141

AVERAGE ALL 99,141

ACADEMIC DEANS:
HOME ECONOMICS

RANK	SALARY
1	130,008 *
2	120,190 *
3	111,000 *
4	74,880 *

AVERAGE "*" 109,020

AVERAGE ALL 109,020

ACADEMIC DEANS:
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	113,000 *
2	108,640 *
3	106,400 *
4	104,600 *
5	91,296 *
6	78,000 *

AVERAGE "*" 100,323

AVERAGE ALL 100,323

ACADEMIC DEANS:
LAW

RANK	SALARY
1	179,478
2	174,000 *
3	172,000 *
4	169,000 *
5	155,440 *
6	154,193 *
7	143,000 *
8	132,900 *
9	130,000
10	96,432 *

AVERAGE "*" 149,621

AVERAGE ALL 150,644

ACADEMIC DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	178,300 *
2	120,000 *
3	103,320 *
4	102,000 *
5	99,500 *
6	97,708 *
7	81,120

AVERAGE "*" 116,805

AVERAGE ALL 111,707

ACADEMIC DEANS:
MUSIC

RANK	SALARY
1	140,500 *
2	138,988 *
3	131,000 *
4	94,500 *
5	92,000 *
6	85,000 *

AVERAGE "*" 113,665

AVERAGE ALL 113,665

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	140,000
2	128,170
3	123,579 *
4	97,644 *

AVERAGE "*" 110,612

AVERAGE ALL 122,348

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	139,800 *
2	110,511
3	110,208 *
4	104,500 *
5	97,000 *
6	93,468 *

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

ACADEMIC DEANS:
SOCIAL WORK

(CONTINUED)

AVERAGE "*" 108,995

AVERAGE ALL 109,248

ACADEMIC DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	100,500 *
2	78,750
3	54,040

AVERAGE "*" 100,500

AVERAGE ALL 77,763

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	151,224 *
2	131,004 *
3	130,671

AVERAGE "*" 141,114

AVERAGE ALL 137,633

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	133,551
2	109,555 *
3	103,500 *
4	101,112
5	96,386 *

AVERAGE "*" 103,147

AVERAGE ALL 108,821

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	294,800 *
2	288,751
3	285,796
4	245,899 *
5	180,000 *
6	174,319 *
7	169,000 *
8	148,520 *
9	122,200 *

AVERAGE "*" 190,677

AVERAGE ALL 212,143

MEDICAL DEANS:
NURSING

RANK	SALARY
1	154,800 *
2	131,004 *
3	126,755 *
4	126,276 *
5	117,441
6	116,800 *
7	115,000 *
8	99,500
9	97,150 *
10	83,101

AVERAGE "*" 123,969

AVERAGE ALL 116,783

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	164,300 *
2	141,000 *
3	135,000
4	126,278 *
5	125,693
6	103,827 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 133,851

AVERAGE ALL 132,683

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	135,900 *
2	132,700 *
3	126,250 *
4	99,358 *

AVERAGE "*" 123,552

AVERAGE ALL 123,552

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES
OFFICER

RANK	SALARY
1	156,038 *
2	151,104 *
3	119,400
4	118,450 *
5	115,303
6	112,548
7	108,925 *
8	108,100 *
9	105,000 *
10	103,600 *
11	100,709 *
12	(100,500)*
13	99,204
14	98,000
15	94,815
16	92,405 *
17	88,142 *
18	85,640 *

AVERAGE "*" 109,884

AVERAGE ALL 108,771

TABLE II (CONTINUED)
CHICAGO REGION

STUDENT SERVICES ADMIN.: DIRECTOR OF HOUSING

RANK	SALARY
1	100,008 *
2	92,400 *
3	88,965 *
4	87,385 *
5	78,275 *
6	77,280 *
7	76,976
8	70,313
9	66,676
10	60,401 *
11	59,500 *
12	55,672 *
13	53,300 *
14	47,840 *

AVERAGE "*" 72,821

AVERAGE ALL 72,499

STUDENT SERVICES ADMIN.: DIRECTOR OF DINING SERVICES

RANK	SALARY
1	80,486 *
2	76,855 *
3	62,412 *
4	58,692
5	56,600
6	54,841 *
7	50,268 *
8	49,897 *

AVERAGE "*" 62,460

AVERAGE ALL 61,256

STUDENT SERVICES ADMIN.: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	115,500 *
2	87,358 *
3	83,600 *
4	83,199
5	82,700
6	76,836 *
7	72,000 *
8	66,080
9	62,004 *
10	60,623 *

AVERAGE "*" 79,703

AVERAGE ALL 78,990

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	144,192 *
2	127,000 *
3	125,486 *
4	124,488 *
5	115,747 *
6	99,993 *
7	94,866 *
8	82,820 *
9	82,332
10	80,000
11	76,284 *
12	76,008
13	75,000 *
14	71,112
15	61,401 *

AVERAGE "*" 102,480

AVERAGE ALL 95,782

STUDENT SERVICES ADMIN.: DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	(83,727)
2	75,036
3	74,556 *
4	73,136 *
5	71,081 *
6	65,720 *
7	61,310
8	60,972 *
9	59,103 *
10	58,920
11	57,885 *
12	57,329 *
13	55,268 *
14	52,500
15	49,660 *

AVERAGE "*" 62,471

AVERAGE ALL 63,747

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT UNION

RANK	SALARY
1	103,992 *
2	91,650 *
3	87,375 *
4	79,410 *
5	77,800
6	75,297 *
7	73,069 *
8	71,724 *
9	66,648
10	65,796 *
11	65,760
12	63,564 *
13	60,372 *
14	56,056 *
15	55,821 *
16	55,700 *
17	53,013

AVERAGE "*" 72,294

AVERAGE ALL 70,767

STUDENT SERVICES ADMIN.: DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	126,000 *
2	115,608 *
3	(96,000)*
4	88,000
5	62,455 *
6	62,400 *
7	61,416
8	57,865 *
9	54,974 *
10	52,264

* = NASULGC

STUDENT SERVICES ADMIN.: DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
(CONTINUED)	
11	46,155 *

AVERAGE "*" 77,682

AVERAGE ALL 74,831

STUDENT SERVICES ADMIN.: DIRECTOR OF COUNSELING

RANK	SALARY
1	98,124 *
2	84,444
3	(83,727)
4	77,907
5	73,652 *
6	70,232
7	70,209 *
8	70,200 *
9	70,000 *
10	69,780 *
11	67,158 *
12	66,312
13	61,980 *
14	58,913
15	51,000 *
16	42,400 *

AVERAGE "*" 67,450

AVERAGE ALL 69,752

STUDENT SERVICES ADMIN.: DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	105,840 *
2	86,112 *
3	80,920 *
4	70,547 *
5	66,684 *
6	63,009 *
7	60,972
8	60,024 *
9	57,149 *
10	56,316
11	52,100 *
12	49,000 *
13	36,714
14	31,800 *

AVERAGE "*" 65,744

AVERAGE ALL 62,656

STUDENT SERVICES ADMIN.: DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	78,540 *
2	69,096 *
3	61,542 *
4	56,140 *
5	53,528 *
6	53,040
7	52,788 *
8	52,375
9	49,000 *
10	47,508
11	46,003 *
12	39,875 *

AVERAGE "*" 56,279

AVERAGE ALL 54,953

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	71,441
2	69,888
3	57,750 *
4	53,000 *
5	51,732 *
6	42,000 *
7	39,150 *
8	35,733 *

AVERAGE "*" 46,561

AVERAGE ALL 52,587

STUDENT SERVICES ADMIN.: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	116,500 *
2	95,000 *
3	90,565 *
4	84,051 *
5	82,000 *
6	79,353 *
7	78,369
8	77,511
9	74,376 *
10	73,200 *
11	72,200 *
12	(71,386)*
13	68,640
14	66,227
15	62,004
16	56,760
17	50,808 *

AVERAGE "*" 80,858

AVERAGE ALL 76,409

STUDENT SERVICES ADMIN.: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	89,900 *
2	84,000 *
3	77,650 *
4	77,000 *
5	73,000 *
6	72,900 *
7	72,400
8	71,520
9	(71,386)*
10	67,908
11	66,828 *
12	66,063 *
13	65,877 *
14	65,742
15	64,991 *
16	64,248
17	57,200

TABLE II (CONTINUED)
CHICAGO REGION

STUDENT SERVICES ADMIN.: DIRECTOR OF FINANCIAL AID

(CONTINUED)

AVERAGE "X" 73,600

AVERAGE ALL 71,095

DEVELOPMENT ADMINISTRATORS: CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	112,848
2	106,920 *
3	98,111
4	97,000 *
5	85,724 *

AVERAGE "X" 96,548

AVERAGE ALL 100,121

DEVELOPMENT ADMINISTRATORS: CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	175,480 *
2	142,956 *
3	116,300 *
4	114,996
5	112,000
6	112,000 *
7	111,050 *
8	107,000 *
9	97,129
10	95,850 *
11	81,000 *
12	76,000 *
13	66,924
14	63,266 *

AVERAGE "X" 108,090

AVERAGE ALL 105,139

DEVELOPMENT ADMINISTRATORS: CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	146,300 *
2	115,772 *
3	101,800 *
4	99,000 *
5	97,548 *
6	95,950 *
7	83,200
8	82,300 *
9	74,438 *
10	54,240

AVERAGE "X" 101,639

AVERAGE ALL 95,055

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	78,714
2	77,880
3	72,384 *
4	70,929 *
5	69,996
6	69,603 *
7	66,225
8	65,316 *
9	62,725 *
10	61,414
11	52,817 *

AVERAGE "X" 65,629

AVERAGE ALL 68,000

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	103,000
2	79,299
3	77,258
4	72,395 *

(CONTINUED)

AVERAGE "X" 72,395

AVERAGE ALL 82,988

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	120,750 *
2	102,600 *
3	90,100
4	82,755 *
5	80,500
6	75,293
7	73,672 *
8	66,924
9	63,143 *
10	62,932 *
11	58,916 *
12	52,408 *
13	45,511 *
14	41,328
15	41,184 *

AVERAGE "X" 70,387

AVERAGE ALL 70,534

INFO MANAGEMENT ADMINISTRATOR: CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	179,500 *
2	157,008 *
3	126,900 *
4	100,643 *
5	99,852
6	(94,600)*
7	93,876
8	93,203 *
9	92,160
10	91,000 *
11	87,000 *
12	86,000
13	83,497 *

* = NASULGC

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION
MANAGEMENT

(CONTINUED)

AVERAGE "*" 112,595

AVERAGE ALL 106,557

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	109,700 *
2	96,961
3	94,200 *
4	92,071 *
5	91,500
6	87,300 *
7	81,500 *

AVERAGE "*" 92,954

AVERAGE ALL 93,319

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC
COMPUTING SERVICES

RANK	SALARY
1	150,492 *
2	112,200 *
3	111,095 *
4	108,150
5	85,200
6	72,113 *
7	68,088
8	60,946 *
9	59,961

AVERAGE "*" 101,369

AVERAGE ALL 92,027

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE
COMPUTING SERVICES

RANK	SALARY
1	97,196 *
2	82,080
3	81,200 *
4	69,300
5	68,628

AVERAGE "*" 89,198

AVERAGE ALL 79,681

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	206,078 *
2	(165,200)*
3	161,796 *
4	152,110 *
5	134,000
6	(127,812)
7	123,200 *
8	(103,500)*
9	99,500 *
10	98,265 *
11	77,612 *

AVERAGE "*" 131,918

AVERAGE ALL 131,734

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	128,485 *
2	91,450 *
3	91,370 *
4	78,714
5	78,300
6	76,668
7	72,210
8	69,968
9	62,900 *
10	59,500
11	57,500 *
12	45,000 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 79,451

AVERAGE ALL 76,005

AGRICULTURAL ADMINSTRATORS:
VICE PRESIDENT FOR
AGRICULTURE

RANK	SALARY
1	(159,500)*
2	(152,500)*
3	143,100 *

AVERAGE "*" 151,700

AVERAGE ALL 151,700

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	135,250 *
2	124,224 *
3	112,800 *

AVERAGE "*" 124,091

AVERAGE ALL 124,091

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL
EXPERIMENT STATION

RANK	SALARY
1	136,913 *
2	132,200 *
3	103,382 *
4	92,904 *

AVERAGE "*" 116,350

AVERAGE ALL 116,350

* = NASULGC

OTHER ADMINISTRATORS: ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	101,650 *
2	98,508 *
3	98,115 *
4	96,756
5	93,260 *
6	93,000 *
7	92,885
8	89,000 *
9	81,810 *
10	58,137 *
11	55,188

AVERAGE "*" 89,185

AVERAGE ALL 87,119

OTHER ADMINISTRATORS: DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	(138,500)*
2	(96,000)*
3	89,600 *
4	82,661 *
5	79,200
6	76,714 *
7	75,000 *
8	72,900
9	70,008
10	70,000 *
11	69,484
12	64,890 *
13	63,118 *
14	63,000 *
15	62,581 *
16	53,000
17	51,379

AVERAGE "*" 80,188

AVERAGE ALL 75,179

OTHER ADMINISTRATORS: LEGAL COUNSEL

RANK	SALARY
1	155,508 *
2	130,910 *
3	122,400 *
4	107,635
5	107,383 *
6	104,500
7	104,500 *
8	99,936
9	98,472
10	97,125 *
11	96,572 *
12	94,640
13	89,650 *
14	79,509 *
15	76,600 *
16	73,700 *
17	72,586 *

AVERAGE "*" 100,537

AVERAGE ALL 100,684

OTHER ADMINISTRATORS: HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	154,350 *
2	117,360 *
3	90,100
4	88,860
5	84,216 *
6	76,232 *
7	70,289 *
8	69,886

AVERAGE "*" 100,489

AVERAGE ALL 93,912

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINETY-EIGHT UNIVERSITIES REPRESENTING FORTY-SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The Universities participating from this region are:

*EAST TEXAS STATE UNIVERSITY
*LOUISIANA STATE UNIVERSITY AND A&M COLLEGE
*NEW MEXICO STATE UNIVERSITY
*OKLAHOMA STATE UNIVERSITY
*TEXAS A&M UNIVERSITY
*TEXAS TECH UNIVERSITY
*TEXAS WOMANS UNIVERSITY
THE UNIVERSITY OF TEXAS AT DALLAS
*UNIVERSITY OF ARKANSAS AT FAYETTEVILLE
*UNIVERSITY OF HOUSTON
*UNIVERSITY OF NEW MEXICO
*UNIVERSITY OF NORTH TEXAS
*UNIVERSITY OF OKLAHOMA
*UNIVERSITY OF TEXAS AT AUSTIN

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* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
DALLAS REGION

CHIEF EXECUTIVE OFFICER: MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	200,000 *
2	175,000 *
3	153,000 *
4	146,250 *
5	129,980 *

AVERAGE "*" 160,846

AVERAGE ALL 160,846

CHIEF EXECUTIVE OFFICER: SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	206,000 *
2	190,000 *
3	183,340 *
4	180,000
5	159,906 *
6	153,040 *
7	151,632 *
8	150,000 *
9	147,146 *
10	138,375 *

AVERAGE "*" 164,382

AVERAGE ALL 165,944

FINANCIAL ADMINISTRATOR: CHIEF FINANCIAL OFFICER

RANK	SALARY
1	152,000 *
2	141,000 *
3	130,000 *
4	(125,004)*
5	120,000 *
6	119,532 *
7	115,581 *
8	111,000 *
9	104,160 *
10	104,000 *
11	103,768 *
12	101,296 *
13	100,000
14	93,068 *

AVERAGE "*" 116,955

AVERAGE ALL 115,744

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	88,411 *
2	78,562 *
3	78,040 *
4	52,524 *
5	51,600 *

AVERAGE "*" 69,827

AVERAGE ALL 69,827

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	87,600 *
2	84,500 *
3	78,324 *
4	72,631 *
5	58,350 *

AVERAGE "*" 76,281

AVERAGE ALL 76,281

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

RANK	SALARY
1	74,650 *
2	74,200 *
3	72,490 *
4	69,000 *
5	67,300 *
6	58,469 *
7	56,044 *
8	55,201 *
9	54,468 *
10	53,742 *
11	53,173 *
12	52,700
13	51,900 *

AVERAGE "*" 61,720

AVERAGE ALL 61,026

FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	100,000 *
2	96,632 *
3	79,000 *
4	75,610 *
5	68,172 *
6	66,333 *
7	64,063 *
8	60,785 *
9	55,700
10	51,400 *

AVERAGE "*" 73,555

AVERAGE ALL 71,770

FINANCIAL ADMINISTRATOR: BUDGET DIRECTOR

RANK	SALARY
1	87,335 *
2	73,500 *
3	(72,192)*
4	70,350 *
5	(67,500)
6	66,087 *
7	64,500 *
8	63,630 *
9	62,979 *
10	46,901 *
11	46,260 *

AVERAGE "*" 65,373

AVERAGE ALL 65,567

* = NASULGC

FINANCIAL ADMINISTRATOR: DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	(67,778)*
2	60,960 *
3	52,000 *
4	36,160 *

AVERAGE "*" 54,225

AVERAGE ALL 54,225

FINANCIAL ADMINISTRATOR: TREASURER OR BURSAR

RANK	SALARY
1	57,140 *
2	55,884 *
3	53,000 *
4	52,169 *
5	48,234 *
6	46,465 *
7	45,199 *
8	39,831 *
9	39,627 *
10	30,432

AVERAGE "*" 48,617

AVERAGE ALL 46,798

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

RANK	SALARY
1	71,500 *
2	71,350 *
3	65,559 *
4	63,585 *
5	63,000 *
6	57,500 *
7	55,692 *
8	55,663 *
9	55,182 *
10	53,700
11	53,000 *
12	51,547 *
13	43,709 *

AVERAGE "*" 58,941

AVERAGE ALL 58,537

FINANCIAL ADMINISTRATOR: DIRECTOR OF BENEFITS

RANK	SALARY
1	52,235 *
2	48,054 *
3	34,300 *
4	33,180 *

AVERAGE "*" 41,942

AVERAGE ALL 41,942

FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL

RANK	SALARY
1	84,620 *
2	83,000 *
3	79,739 *
4	78,432 *
5	75,000 *
6	71,500 *
7	69,640 *
8	66,119 *
9	62,440 *
10	59,800
11	57,641 *
12	56,955 *

AVERAGE "*" 71,371

AVERAGE ALL 70,407

FINANCIAL ADMINISTRATOR: DIRECTOR OF PAYROLL

RANK	SALARY
1	58,300 *
2	56,000 *
3	48,500 *
4	43,098 *
5	41,530 *
6	38,748 *
7	38,412
8	32,175 *
9	30,926 *

AVERAGE "*" 43,660

AVERAGE ALL 43,077

FINANCIAL ADMINISTRATOR: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	77,700 *
2	64,000 *
3	63,000 *
4	52,460 *

AVERAGE "*" 64,290

AVERAGE ALL 64,290

FINANCIAL ADMINISTRATOR: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	125,000 *
2	84,544 *
3	83,885 *
4	83,740 *
5	81,000 *
6	80,100 *
7	79,600
8	79,495 *
9	79,300 *
10	75,500 *
11	74,702 *
12	68,153 *
13	49,173 *

AVERAGE "*" 80,383

AVERAGE ALL 80,322

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	73,786 *
2	73,700 *
3	72,500 *
4	66,500 *
5	65,400 *
6	59,916 *
7	59,660 *
8	59,625 *
9	56,831 *
10	54,000 *
11	47,900
12	43,856 *

AVERAGE "*" 62,343

AVERAGE ALL 61,140

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	68,300 *
2	66,300 *
3	65,040 *
4	65,000 *
5	60,000 *
6	54,554 *
7	46,278 *
8	42,351 *
9	41,220 *

AVERAGE "*" 56,560

AVERAGE ALL 56,560

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	198,800 *
2	175,000 *
3	143,273 *
4	140,000
5	132,000 *
6	131,000 *
7	128,316 *
8	126,000 *
9	125,000 *
10	117,563 *
11	115,160 *
12	113,000 *
13	112,000 *
14	99,138 *

AVERAGE "*" 132,019

AVERAGE ALL 132,589

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	94,937 *
2	74,706 *
3	65,000 *
4	(59,042)*

AVERAGE "*" 73,421

AVERAGE ALL 73,421

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	(73,560)*
2	63,809 *
3	60,798 *
4	54,500

AVERAGE "*" 66,056

AVERAGE ALL 63,167

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	119,025 *
2	105,885 *
3	95,000 *
4	91,361 *
5	89,549 *
6	89,160 *
7	86,595 *
8	85,500 *
9	85,420 *
10	83,047 *
11	82,678 *
12	81,761 *
13	77,600
14	63,882 *

AVERAGE "*" 89,143

AVERAGE ALL 88,319

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	95,668 *
2	88,580 *
3	68,217 *
4	58,047 *
5	57,080 *

AVERAGE "*" 73,518

AVERAGE ALL 73,518

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	82,404 *
2	75,000 *
3	75,000 *
4	(72,192)*
5	(67,500)
6	67,042 *
7	63,099 *
8	60,080 *
9	59,868 *
10	57,062 *
11	45,600 *
12	40,000 *

AVERAGE "*" 63,395

AVERAGE ALL 63,737

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	79,502 *
2	78,643 *
3	76,800 *
4	68,246 *
5	62,250 *
6	61,861 *
7	59,200 *
8	56,500
9	55,340 *
10	(55,000)*
11	55,000 *
12	54,592 *
13	45,211 *

AVERAGE "*" 62,637

AVERAGE ALL 62,165

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	180,353 *
2	(123,000)*
3	120,072 *
4	111,666 *
5	103,466 *
6	100,000 *

AVERAGE "*" 123,093

AVERAGE ALL 123,093

ACADEMIC DEANS:
ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	126,690 *
2	115,356 *
3	100,180 *
4	100,160 *
5	99,771 *
6	94,570 *
7	93,600 *
8	91,970 *

RANK SALARY (CONTINUED)

AVERAGE "*" 102,787

AVERAGE ALL 102,787

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	125,000 *
2	118,450 *
3	110,489 *
4	110,169 *
5	105,012 *
6	103,478 *
7	95,000 *
8	90,000 *
9	86,835 *
10	81,595 *

AVERAGE "*" 102,603

AVERAGE ALL 102,603

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	180,250 *
2	164,801 *
3	163,980 *
4	159,378 *
5	152,410 *
6	134,405
7	133,000 *
8	120,976 *
9	119,480 *
10	112,330 *
11	112,200 *
12	107,004 *
13	80,414 *

AVERAGE "*" 133,852

AVERAGE ALL 133,894

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	105,060 *
2	95,000 *
3	94,507 *
4	91,200 *
5	89,367 *
6	83,542 *
7	75,000 *
8	66,538
9	60,900 *

AVERAGE "*" 86,822

AVERAGE ALL 84,568

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	156,500 *
2	108,018 *
3	106,000 *
4	105,000 *
5	104,004 *
6	103,246 *
7	102,300 *
8	101,000 *
9	98,809 *
10	96,227 *
11	93,884 *
12	82,834 *
13	81,722 *

AVERAGE "*" 103,042

AVERAGE ALL 103,042

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	180,250 *
2	175,100 *
3	139,000
4	138,000 *
5	136,505 *

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
(CONTINUED)	
6	125,434 *
7	124,076 *
8	121,020 *
9	120,500 *
10	110,838 *

AVERAGE "*" 136,858

AVERAGE ALL 137,072

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY
1	142,000 *
2	110,000 *
3	100,860 *
4	83,732 *

AVERAGE "*" 109,148

AVERAGE ALL 109,148

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	145,000 *
2	(119,167)*
3	(119,076)*
4	103,117 *
5	(101,416)*
6	(98,160)*
7	97,335 *
8	(93,249)*
9	(93,016)*
10	92,667
11	90,000 *
12	83,541 *

AVERAGE "*" 103,916

AVERAGE ALL 102,979

ACADEMIC DEANS:
LAW

RANK	SALARY
1	180,250 *
2	140,112 *
3	137,660 *
4	134,809 *
5	131,250 *
6	129,272 *

AVERAGE "*" 142,226

AVERAGE ALL 142,226

ACADEMIC DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	114,330 *
2	98,000 *
3	91,000 *
4	80,737 *

AVERAGE "*" 96,017

AVERAGE ALL 96,017

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	190,035 *
2	144,200 *
3	119,600 *
4	114,649 *
5	113,700

AVERAGE "*" 142,121

AVERAGE ALL 136,437

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	120,510 *
2	92,000 *
3	70,996 *

AVERAGE "*" 94,502

AVERAGE ALL 94,502

ACADEMIC DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	89,880 *
2	89,333
3	75,900 *

AVERAGE "*" 82,890

AVERAGE ALL 85,038

ACADEMIC DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	111,792 *
2	96,000
3	90,000 *
4	85,372 *

AVERAGE "*" 95,721

AVERAGE ALL 95,791

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	106,000
2	97,335 *
3	94,627 *
4	85,628 *

AVERAGE "*" 92,530

AVERAGE ALL 95,898

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

MEDICAL DEANS: MEDICINE

RANK	SALARY
1	184,100 *
2	161,950 *
3	132,714 *

AVERAGE "*" 159,588

AVERAGE ALL 159,588

MEDICAL DEANS: NURSING

RANK	SALARY
1	137,500 *
2	99,216 *
3	96,537 *

AVERAGE "*" 111,084

AVERAGE ALL 111,084

MEDICAL DEANS: PHARMACY

RANK	SALARY
1	160,422 *
2	113,300 *
3	88,192 *

AVERAGE "*" 120,638

AVERAGE ALL 120,638

MEDICAL DEANS: VETERINARY MEDICINE

RANK	SALARY
1	158,844 *
2	123,876 *
3	115,000 *

AVERAGE "*" 132,573

AVERAGE ALL 132,573

STUDENT SERVICES ADMIN.: CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	128,750 *
2	127,500 *
3	105,600 *
4	105,472 *
5	100,104 *
6	99,273 *
7	95,203 *
8	94,484 *
9	92,850 *
10	90,943 *
11	88,194 *
12	85,160 *

AVERAGE "*" 101,128

AVERAGE ALL 101,128

STUDENT SERVICES ADMIN.: DIRECTOR OF HOUSING

RANK	SALARY
1	89,000 *
2	66,665 *
3	66,500 *
4	65,148 *
5	63,250 *
6	57,120 *
7	(55,965)*
8	54,276 *
9	53,101 *
10	49,508 *
11	40,170 *

AVERAGE "*" 60,064

AVERAGE ALL 60,064

STUDENT SERVICES ADMIN.: DIRECTOR OF DINING SERVICES

RANK	SALARY
1	57,949 *
2	(55,965)*
3	52,160 *
4	49,273 *

RANK SALARY (CONTINUED)

AVERAGE "*" 53,837

AVERAGE ALL 53,837

STUDENT SERVICES ADMIN.: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	76,428 *
2	70,040 *
3	69,722 *
4	69,600 *
5	68,000 *
6	60,000 *
7	58,884 *
8	57,280 *
9	49,829 *

AVERAGE "*" 64,420

AVERAGE ALL 64,420

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	125,160 *
2	100,000 *
3	91,130 *
4	86,094 *
5	85,194 *
6	84,000 *
7	77,969 *
8	65,634 *
9	62,712 *
10	50,400 *
11	45,895 *

AVERAGE "*" 79,472

AVERAGE ALL 79,472

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

STUDENT SERVICES ADMIN.: DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	69,010 *
2	59,673 *
3	59,328 *
4	53,172 *
5	53,000 *
6	52,299 *
7	50,319 *
8	45,186 *
9	45,178 *
10	42,222 *
11	38,151
12	35,977 *
13	33,000 *

AVERAGE "*" 49,864

AVERAGE ALL 48,963

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT UNION

RANK	SALARY
1	80,016 *
2	70,489 *
3	65,194 *
4	62,000 *
5	57,108 *
6	54,653 *
7	53,100 *
8	52,700 *
9	52,160 *
10	48,537 *
11	45,035 *
12	37,019 *

AVERAGE "*" 56,501

AVERAGE ALL 56,501

STUDENT SERVICES ADMIN.: DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	81,654 *
2	62,749 *
3	52,983 *
4	47,386 *
5	36,031 *

AVERAGE "*" 56,161

AVERAGE ALL 56,161

STUDENT SERVICES ADMIN.: DIRECTOR OF COUNSELING

RANK	SALARY
1	93,284 *
2	83,220 *
3	75,160 *
4	57,128 *
5	55,164 *
6	55,085 *
7	54,700 *
8	49,620 *
9	47,500 *
10	45,750
11	41,500 *
12	39,506 *

AVERAGE "*" 59,261

AVERAGE ALL 58,135

STUDENT SERVICES ADMIN.: DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	73,000 *
2	54,678 *
3	53,266 *
4	51,459 *
5	48,000 *
6	46,800 *
7	45,317 *
8	35,525 *

AVERAGE "*" 51,006

AVERAGE ALL 51,006

STUDENT SERVICES ADMIN.: DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	76,224 *
2	(59,042)*
3	57,926 *
4	46,900 *
5	42,096 *
6	35,926 *
7	23,311 *

AVERAGE "*" 48,775

AVERAGE ALL 48,775

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	56,500
2	41,102 *
3	39,150 *
4	36,678 *
5	32,376 *
6	28,862 *

AVERAGE "*" 35,634

AVERAGE ALL 39,111

STUDENT SERVICES ADMIN.: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	95,207 *
2	84,942 *
3	64,965 *
4	61,261 *
5	60,436 *
6	58,778 *
7	58,200 *
8	56,500
9	(55,000)*
10	46,722 *
11	45,900 *
12	44,040 *
13	38,700 *

* = NASULGC

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

(CONTINUED)

AVERAGE "*" 59,513

AVERAGE ALL 59,281

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	84,240 *
2	76,428 *
3	67,700 *
4	67,533 *
5	64,559 *
6	56,545 *
7	56,375 *
8	55,000 *
9	53,899 *
10	52,108 *
11	47,000
12	46,410 *
13	43,277 *

AVERAGE "*" 60,340

AVERAGE ALL 59,313

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	125,000 *
2	115,010 *
3	105,114 *
4	103,750 *
5	100,835 *

AVERAGE "*" 109,942

AVERAGE ALL 109,942

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	159,650 *
2	139,100 *
3	117,660 *
4	100,000 *
5	96,000 *
6	93,601 *
7	89,010 *
8	85,000

AVERAGE "*" 113,574

AVERAGE ALL 110,003

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	139,000 *
2	(125,004)*
3	98,500 *
4	(73,500)*
5	71,753 *
6	58,815 *
7	45,779 *

AVERAGE "*" 87,479

AVERAGE ALL 87,479

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	90,616 *
2	82,400 *
3	58,416 *
4	56,000 *
5	53,534 *
6	50,529 *
7	46,266
8	42,904 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 62,057

AVERAGE ALL 60,083

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	86,650 *
2	85,693 *
3	80,485 *
4	77,509 *
5	47,916 *
6	43,028 *

AVERAGE "*" 70,214

AVERAGE ALL 70,214

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	80,485 *
2	79,160 *
3	76,806 *
4	71,110 *
5	68,202 *
6	61,643 *
7	49,000 *
8	42,817 *
9	42,436 *
10	36,238 *

AVERAGE "*" 60,790

AVERAGE ALL 60,790

INFO MANAGEMENT ADMINISTRA
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	99,671 *
2	96,700 *
3	93,072 *
4	85,000

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK (CONTINUED)	SALARY
5	80,870 *
6	79,500 *
7	78,900 *

AVERAGE "*" 88,119

AVERAGE ALL 87,673

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	106,232 *
2	87,870 *
3	84,069 *
4	83,040 *
5	64,854 *
6	63,558 *

AVERAGE "*" 81,604

AVERAGE ALL 81,604

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	128,232 *
2	96,700 *
3	70,388 *
4	67,050 *
5	65,936 *
6	63,509 *

AVERAGE "*" 81,969

AVERAGE ALL 81,969

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	84,125 *
2	84,000 *
3	67,047 *
4	63,509 *
5	63,400
6	62,920 *

AVERAGE "*" 72,320

AVERAGE ALL 70,834

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	169,333 *
2	141,776 *
3	(119,167)*
4	(119,076)*
5	109,200 *
6	108,696 *
7	(101,416)*
8	100,331 *
9	(98,160)*
10	(93,249)*
11	(93,016)*

AVERAGE "*" 113,947

AVERAGE ALL 113,947

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	126,075 *
2	77,250 *
3	75,000
4	72,120 *
5	(67,778)*
6	67,000 *
7	64,043 *
8	61,335 *
9	57,182 *
10	52,160 *
11	51,960 *

RANK SALARY (CONTINUED)

AVERAGE "*" 69,690

AVERAGE ALL 70,173

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	111,000 *
2	89,332 *
3	75,190 *
4	71,705 *
5	68,350 *
6	67,000
7	65,160 *
8	62,400 *
9	60,706 *
10	49,740 *

AVERAGE "*" 72,620

AVERAGE ALL 72,058

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	71,499 *
2	64,438 *
3	63,000 *
4	59,229 *
5	58,160 *
6	56,850 *
7	53,741 *
8	53,318 *
9	48,167 *
10	48,000 *
11	45,800 *

AVERAGE "*" 56,564

AVERAGE ALL 56,564

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	118,450 *
2	106,111 *
3	95,862 *
4	95,160 *
5	83,000 *
6	80,012 *
7	77,903 *
8	77,590 *
9	67,800 *
10	64,206 *

AVERAGE "*" 86,609

AVERAGE ALL 86,609

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	104,030 *
2	98,000 *
3	91,920 *
4	90,000 *
5	88,856 *
6	81,567 *
7	57,660 *

AVERAGE "*" 87,433

AVERAGE ALL 87,433

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINETY-EIGHT UNIVERSITIES REPRESENTING FORTY-SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The Universities participating from this region are:

*COLORADO STATE UNIVERSITY
*MONTANA STATE UNIVERSITY - BOZEMAN
*NORTH DAKOTA STATE UNIVERSITY
*UNIVERSITY OF COLORADO AT BOULDER
*UNIVERSITY OF NORTHERN COLORADO
*UNIVERSITY OF UTAH
*UNIVERSITY OF WYOMING
*UTAH STATE UNIVERSITY

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* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
DENVER REGION

CHIEF EXECUTIVE OFFICER: SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	165,000 *
2	161,148 *
3	143,000 *
4	129,840 *
5	125,000 *
6	120,000 *

AVERAGE "*" 140,665

AVERAGE ALL 140,665

FINANCIAL ADMINISTRATOR: CHIEF FINANCIAL OFFICER

RANK	SALARY
1	127,500 *
2	118,452 *
3	116,223 *
4	98,666 *
5	97,272 *
6	92,500 *
7	90,036 *
8	89,698 *

AVERAGE "*" 103,793

AVERAGE ALL 103,793

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	76,380 *
2	71,760 *
3	66,465 *

AVERAGE "*" 71,535

AVERAGE ALL 71,535

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

RANK	SALARY
1	62,000 *
2	61,200 *
3	60,030 *
4	49,572 *
5	32,600 *
6	30,776 *

AVERAGE "*" 49,363

AVERAGE ALL 49,363

FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	90,700 *
2	84,710 *
3	63,587 *
4	60,000 *
5	59,724 *
6	55,167 *
7	55,157 *
8	47,400 *

AVERAGE "*" 64,556

AVERAGE ALL 64,556

FINANCIAL ADMINISTRATOR: BUDGET DIRECTOR

RANK	SALARY
1	84,240 *
2	83,872 *
3	78,300 *
4	68,474 *
5	55,592 *
6	49,464 *

AVERAGE "*" 69,990

AVERAGE ALL 69,990

FINANCIAL ADMINISTRATOR: TREASURER OR BURSAR

RANK	SALARY
1	74,980 *
2	70,300 *
3	67,136 *

AVERAGE "*" 70,805

AVERAGE ALL 70,805

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

RANK	SALARY
1	72,500 *
2	66,000 *
3	64,775 *
4	51,000 *
5	49,951 *
6	41,868 *
7	39,640 *

AVERAGE "*" 55,105

AVERAGE ALL 55,105

FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL

RANK	SALARY
1	81,200 *
2	79,215 *
3	74,350 *
4	69,200 *
5	60,996 *
6	56,484 *
7	52,356 *
8	50,601 *

AVERAGE "*" 65,550

AVERAGE ALL 65,550

* = NASULGC

TABLE II (CONTINUED)
DENVER REGION

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	57,600 *
2	44,820 *
3	37,452 *
4	36,379 *
5	36,305 *

AVERAGE "*" 42,511

AVERAGE ALL 42,511

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	67,680 *
2	66,100 *
3	65,950 *
4	61,620 *
5	61,600 *
6	45,058 *

AVERAGE "*" 61,335

AVERAGE ALL 61,335

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	104,690 *
2	66,000 *
3	64,884 *
4	63,266 *
5	60,000 *
6	57,120 *

AVERAGE "*" 69,327

AVERAGE ALL 69,327

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	76,630 *
2	69,400 *
3	53,304 *
4	46,310 *
5	38,828 *

AVERAGE "*" 56,894

AVERAGE ALL 56,894

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	71,705 *
2	57,192 *
3	40,005 *

AVERAGE "*" 56,301

AVERAGE ALL 56,301

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	144,500 *
2	132,000 *
3	118,968 *
4	115,000 *
5	109,284 *
6	107,730 *
7	90,000 *
8	89,985 *

AVERAGE "*" 113,433

AVERAGE ALL 113,433

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	83,000 *
2	62,500 *
3	59,160 *

AVERAGE "*" 68,220

AVERAGE ALL 68,220

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	108,293 *
2	107,500 *
3	100,000 *
4	85,000 *
5	81,672 *
6	78,225 *
7	64,809 *
8	64,564 *

AVERAGE "*" 86,258

AVERAGE ALL 86,258

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	80,342 *
2	76,800 *
3	70,171 *
4	69,426 *

AVERAGE "*" 74,185

AVERAGE ALL 74,185

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	76,293 *
2	74,400 *
3	67,862 *
4	64,125 *
5	59,993 *
6	51,060 *
7	49,272 *

* = NASULGC

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

(CONTINUED)

AVERAGE "*" 63,286

AVERAGE ALL 63,286

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	77,414 *
2	65,484 *
3	56,430 *
4	55,104 *
5	(54,920)*
6	53,567 *
7	45,800 *

AVERAGE "*" 58,388

AVERAGE ALL 58,388

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	132,500 *
2	99,257 *
3	(98,712)*
4	(89,698)*
5	85,579 *

AVERAGE "*" 101,149

AVERAGE ALL 101,149

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	123,000 *
2	96,312 *
3	89,878 *
4	79,268 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 97,115

AVERAGE ALL 97,115

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	125,883 *
2	119,732 *
3	115,000 *
4	99,132 *
5	95,397 *
6	90,000 *
7	87,612 *
8	74,480 *

AVERAGE "*" 100,905

AVERAGE ALL 100,905

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	91,528 *
2	85,905 *
3	82,000 *
4	80,467 *

AVERAGE "*" 84,975

AVERAGE ALL 84,975

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	110,393 *
2	92,004 *
3	89,878 *
4	87,904 *
5	84,782 *
6	78,282 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 90,541

AVERAGE ALL 90,541

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	159,263 *
2	138,000 *
3	107,000 *
4	106,160 *
5	99,180 *
6	89,810 *
7	83,640 *

AVERAGE "*" 111,865

AVERAGE ALL 111,865

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY
1	90,296 *
2	82,000 *
3	58,149 *

AVERAGE "*" 76,815

AVERAGE ALL 76,815

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	(123,508)*
2	94,610 *
3	85,866 *
4	77,053 *
5	74,059 *
6	68,200 *
7	66,473 *

* = NASULGC

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TABLE II (CONTINUED)
DENVER REGION

ACADEMIC DEANS:
GRADUATE

(CONTINUED)

AVERAGE "*" 84,253

AVERAGE ALL 84,253

ACADEMIC DEANS:
HUMANITIES

RANK	SALARY
1	90,464 *
2	76,470 *
3	65,000 *

AVERAGE "*" 77,311

AVERAGE ALL 77,311

ACADEMIC DEANS:
LAW

RANK	SALARY
1	130,652 *
2	129,000 *
3	118,608 *

AVERAGE "*" 126,087

AVERAGE ALL 126,087

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	112,500 *
2	111,614 *
3	104,957 *
4	86,244 *

AVERAGE "*" 103,829

AVERAGE ALL 103,829

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	110,000 *
2	101,112 *
3	87,826 *

AVERAGE "*" 99,646

AVERAGE ALL 99,646

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES
OFFICER

RANK	SALARY
1	113,157 *
2	110,500 *
3	100,000 *
4	91,768 *
5	85,005 *
6	85,000 *
7	83,640 *
8	80,263 *

AVERAGE "*" 93,667

AVERAGE ALL 93,667

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	81,844 *
2	78,200 *
3	62,019 *
4	56,430 *
5	55,008 *
6	39,277 *

AVERAGE "*" 62,130

AVERAGE ALL 62,130

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING
SERVICES

RANK	SALARY
1	57,000 *
2	50,000 *
3	47,312 *
4	47,076 *

AVERAGE "*" 50,347

AVERAGE ALL 50,347

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	99,960 *
2	76,602 *
3	66,231 *
4	47,494 *

AVERAGE "*" 72,572

AVERAGE ALL 72,572

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER
SERVICES

RANK	SALARY
1	62,212 *
2	51,198 *
3	48,663 *
4	47,424 *
5	45,360 *
6	44,935 *
7	43,974 *

AVERAGE "*" 49,109

AVERAGE ALL 49,109

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT
UNION

RANK	SALARY
1	77,833 *
2	70,000 *

* = NASULGC

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT UNION

RANK	SALARY
(CONTINUED)	
3	53,883 *
4	53,000 *
5	51,000 *
6	46,718 *
7	43,000 *

AVERAGE "*" 56,491

AVERAGE ALL 56,491

STUDENT SERVICES ADMIN.: DIRECTOR OF COUNSELING

RANK	SALARY
1	71,000 *
2	70,045 *
3	62,664 *
4	55,452 *
5	51,078 *
6	50,470 *
7	43,143 *

AVERAGE "*" 57,693

AVERAGE ALL 57,693

STUDENT SERVICES ADMIN.: DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	62,256 *
2	56,900 *
3	52,730 *
4	45,362 *
5	34,591 *

AVERAGE "*" 50,368

AVERAGE ALL 50,368

STUDENT SERVICES ADMIN.: DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	49,276 *
2	44,815 *
3	41,592 *
4	41,000 *
5	39,789 *
6	37,648 *

AVERAGE "*" 42,353

AVERAGE ALL 42,353

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	54,624 *
2	49,500 *
3	47,093 *
4	36,852 *

AVERAGE "*" 47,017

AVERAGE ALL 47,017

STUDENT SERVICES ADMIN.: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	77,383 *
2	71,400 *
3	60,792 *
4	60,000 *
5	56,975 *
6	(54,920)*
7	54,474 *

AVERAGE "*" 62,278

AVERAGE ALL 62,278

STUDENT SERVICES ADMIN.: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	84,027 *
2	57,443 *
3	53,832 *
4	50,442 *
5	50,000 *
6	47,868 *
7	45,600 *

AVERAGE "*" 55,602

AVERAGE ALL 55,602

DEVELOPMENT ADMINISTRATORS: CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	114,619 *
2	76,000 *
3	51,198 *
4	49,066 *

AVERAGE "*" 72,721

AVERAGE ALL 72,721

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	80,925 *
2	74,070 *
3	59,741 *
4	58,440 *
5	34,323 *

AVERAGE "*" 61,500

AVERAGE ALL 61,500

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,228 *

* = NASULGC

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY (CONTINUED)
2	84,242 *
3	58,320 *
4	53,052 *

AVERAGE "*" 71,461

AVERAGE ALL 71,461

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	77,833 *
2	75,241 *
3	56,300 *
4	50,436 *
5	48,132 *
6	46,596 *
7	45,000 *

AVERAGE "*" 57,077

AVERAGE ALL 57,077

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	105,000 *
2	88,188 *
3	87,740 *

AVERAGE "*" 93,643

AVERAGE ALL 93,643

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	101,073 *
2	99,200 *
3	71,100 *
4	53,469 *
5	38,400 *

AVERAGE "*" 72,648

AVERAGE ALL 72,648

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	96,000 *
2	72,345 *
3	55,144 *
4	54,900 *

AVERAGE "*" 69,597

AVERAGE ALL 69,597

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	138,918 *
2	(123,508)*
3	114,514 *
4	108,990 *
5	95,304 *
6	95,200 *
7	61,485 *

AVERAGE "*" 105,417

AVERAGE ALL 105,417

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	90,100 *
2	69,046 *
3	68,628 *
4	63,700 *
5	52,317 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 68,758

AVERAGE ALL 68,758

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	92,460 *
2	90,800 *
3	83,640 *
4	82,673 *
5	77,688 *

AVERAGE "*" 85,452

AVERAGE ALL 85,452

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK	SALARY
1	108,000 *
2	103,112 *
3	(98,712)*
4	(89,698)*
5	83,640 *

AVERAGE "*" 96,632

AVERAGE ALL 96,632

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	72,000 *
2	67,133 *
3	63,731 *

AVERAGE "*" 67,621

AVERAGE ALL 67,621

* = NASULGC

OTHER ADMINISTRATORS: DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	66,235 *
2	65,974 *
3	64,800 *
4	57,629 *
5	52,530 *
6	47,000 *
7	46,344 *
8	42,000 *

AVERAGE "*" 55,314

AVERAGE ALL 55,314

OTHER ADMINISTRATORS: LEGAL COUNSEL

RANK	SALARY
1	116,198 *
2	89,640 *
3	67,818 *
4	61,800 *
5	48,070 *

AVERAGE "*" 76,705

AVERAGE ALL 76,705

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINETY-EIGHT UNIVERSITIES REPRESENTING FORTY-SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The Universities participating from this region are:

*IOWA STATE UNIVERSITY
*KANSAS STATE UNIVERSITY
*UNIVERSITY OF KANSAS
*UNIVERSITY OF MISSOURI - KANSAS CITY
*UNIVERSITY OF MISSOURI COLUMBIA
*UNIVERSITY OF NEBRASKA-LINCOLN

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* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
KANSAS CITY REGION

CHIEF EXECUTIVE OFFICER: SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	190,000 *
2	175,000 *
3	153,000 *
4	142,000 *

AVERAGE "*" 165,000

AVERAGE ALL 165,000

FINANCIAL ADMINISTRATOR: CHIEF FINANCIAL OFFICER

RANK	SALARY
1	142,000 *
2	120,000 *
3	112,548 *
4	77,584 *

AVERAGE "*" 113,033

AVERAGE ALL 113,033

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	93,024 *
2	87,345 *
3	86,532 *

AVERAGE "*" 88,967

AVERAGE ALL 88,967

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

RANK	SALARY
1	59,100 *
2	56,940 *
3	46,000 *
4	41,400 *

RANK SALARY (CONTINUED)

AVERAGE "*" 50,860

AVERAGE ALL 50,860

FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	90,000 *
2	76,850 *
3	71,100 *
4	62,200 *
5	56,908 *

AVERAGE "*" 71,412

AVERAGE ALL 71,412

FINANCIAL ADMINISTRATOR: BUDGET DIRECTOR

RANK	SALARY
1	(136,000)*
2	70,404 *
3	60,300 *
4	51,230 *

AVERAGE "*" 79,484

AVERAGE ALL 79,484

FINANCIAL ADMINISTRATOR: DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	62,328 *
2	48,360 *
3	40,500 *

AVERAGE "*" 50,396

AVERAGE ALL 50,396

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

RANK	SALARY
1	94,390 *
2	70,000 *
3	61,000 *
4	55,600 *
5	54,900 *
6	52,038 *

AVERAGE "*" 64,655

AVERAGE ALL 64,655

FINANCIAL ADMINISTRATOR: DIRECTOR OF BENEFITS

RANK	SALARY
1	47,078 *
2	45,138 *
3	41,320 *
4	27,095 *

AVERAGE "*" 40,158

AVERAGE ALL 40,158

FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL

RANK	SALARY
1	78,521 *
2	75,500 *
3	65,900 *
4	65,208 *

AVERAGE "*" 71,282

AVERAGE ALL 71,282

FINANCIAL ADMINISTRATOR: DIRECTOR OF PAYROLL

RANK	SALARY
1	70,000 *
2	62,931 *
3	51,835 *

* = NASULGC

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TABLE II (CONTINUED)
KANSAS CITY REGION

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK (CONTINUED)	SALARY
4	47,412 *
5	43,339 *

AVERAGE "*" 55,103

AVERAGE ALL 55,103

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	66,144 *
2	64,205 *
3	57,321 *

AVERAGE "*" 62,557

AVERAGE ALL 62,557

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	84,717 *
2	83,082 *
3	77,124 *
4	68,500 *
5	66,760 *

AVERAGE "*" 76,037

AVERAGE ALL 76,037

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	67,420 *
2	65,412 *
3	63,500 *
4	63,300 *
5	52,800 *
6	52,495 *

RANK SALARY (CONTINUED)

AVERAGE "*" 60,821

AVERAGE ALL 60,821

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	92,008 *
2	72,500 *
3	69,764 *
4	49,396 *

AVERAGE "*" 70,917

AVERAGE ALL 70,917

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	168,000 *
2	156,200 *
3	142,000 *
4	124,311 *
5	123,805 *
6	123,200 *

AVERAGE "*" 139,586

AVERAGE ALL 139,586

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	105,405 *
2	101,450 *
3	81,600 *
4	73,620 *

AVERAGE "*" 90,519

AVERAGE ALL 90,519

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	119,800 *
2	(112,000)*
3	100,700 *
4	94,235 *
5	91,080 *
6	90,000 *

AVERAGE "*" 101,303

AVERAGE ALL 101,303

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	99,430 *
2	60,372 *
3	60,000 *

AVERAGE "*" 73,267

AVERAGE ALL 73,267

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(136,000)*
2	89,900 *
3	75,588 *
4	75,348 *
5	68,100 *

AVERAGE "*" 88,987

AVERAGE ALL 88,987

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	(82,750)*
2	69,077 *
3	61,500 *

* = NASULGC

ACADEMIC ADMINISTRATORS: REGISTRAR

RANK (CONTINUED)	SALARY
4	58,512 *
5	57,878 *
6	53,200 *

AVERAGE "*" 63,820

AVERAGE ALL 63,820

ACADEMIC DEANS: AGRICULTURE

RANK	SALARY
1	140,000 *
2	125,200 *
3	121,800 *
4	119,676 *

AVERAGE "*" 126,669

AVERAGE ALL 126,669

ACADEMIC DEANS: ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	113,850 *
2	111,243 *
3	110,000 *
4	100,308 *

AVERAGE "*" 108,850

AVERAGE ALL 108,850

ACADEMIC DEANS: ARTS AND SCIENCES

RANK	SALARY
1	140,640 *
2	131,000 *
3	121,220 *
4	108,816 *
5	108,150 *

RANK SALARY (CONTINUED)

AVERAGE "*" 121,965

AVERAGE ALL 121,965

ACADEMIC DEANS: BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	142,475 *
2	135,200 *
3	131,500 *
4	115,000 *
5	110,000 *

AVERAGE "*" 126,835

AVERAGE ALL 126,835

ACADEMIC DEANS: EDUCATION

RANK	SALARY
1	122,500 *
2	122,450 *
3	115,755 *
4	106,000 *
5	103,896 *
6	90,500 *

AVERAGE "*" 110,184

AVERAGE ALL 110,184

ACADEMIC DEANS: ENGINEERING

RANK	SALARY
1	166,400 *
2	145,000 *
3	140,000 *
4	114,705 *
5	112,416 *

RANK SALARY (CONTINUED)

AVERAGE "*" 135,704

AVERAGE ALL 135,704

ACADEMIC DEANS: GRADUATE

RANK	SALARY
1	(130,000)*
2	(113,316)*
3	(110,410)*
4	101,065 *

AVERAGE "*" 113,698

AVERAGE ALL 113,698

ACADEMIC DEANS: HOME ECONOMICS

RANK	SALARY
1	121,800 *
2	113,117 *
3	105,432 *
4	104,725 *

AVERAGE "*" 111,269

AVERAGE ALL 111,269

ACADEMIC DEANS: JOURNALISM/COMMUNICATION

RANK	SALARY
1	110,775 *
2	107,165 *
3	88,945 *

AVERAGE "*" 102,295

AVERAGE ALL 102,295

* = NASULGC

TABLE II (CONTINUED)
KANSAS CITY REGION

ACADEMIC DEANS:
LAW

RANK	SALARY
1	149,738 *
2	145,000 *
3	140,785 *

AVERAGE "*" 145,174

AVERAGE ALL 145,174

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	144,700 *
2	137,000 *
3	113,856 *

AVERAGE "*" 131,852

AVERAGE ALL 131,852

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	124,000 *
2	120,230 *
3	119,000 *
4	113,220 *
5	106,253 *
6	104,000 *

AVERAGE "*" 114,451

AVERAGE ALL 114,451

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	102,250 *
2	81,500 *
3	81,031 *
4	75,000 *
5	(66,720)*
6	61,200 *

AVERAGE "*" 77,950

AVERAGE ALL 77,950

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING SERVICES

RANK	SALARY
1	(66,720)*
2	66,700 *
3	62,100 *
4	55,260 *

AVERAGE "*" 62,695

AVERAGE ALL 62,695

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	83,160 *
2	82,400 *
3	75,000 *

AVERAGE "*" 80,187

AVERAGE ALL 80,187

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	112,224 *
2	104,547 *
3	74,300 *
4	68,000 *
5	63,696 *

AVERAGE "*" 84,553

AVERAGE ALL 84,553

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	79,800 *
2	63,150 *
3	50,955 *
4	50,200 *
5	40,483 *

AVERAGE "*" 56,918

AVERAGE ALL 56,918

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY
1	68,300 *
2	66,444 *
3	60,000 *

AVERAGE "*" 64,915

AVERAGE ALL 64,915

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/
MULTICULTURAL AFFAIRS

RANK	SALARY
1	80,028 *
2	59,400 *
3	51,727 *
4	48,435 *
5	48,000 *
6	45,300 *

AVERAGE "*" 55,482

AVERAGE ALL 55,482

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	73,200 *
2	72,100 *
3	68,083 *

* = NASULGC

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY (CONTINUED)
4	67,771 *
5	64,037 *
6	62,001 *

AVERAGE "*" 67,865

AVERAGE ALL 67,865

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	59,208 *
2	57,423 *
3	55,500 *
4	48,600 *
5	36,088 *

AVERAGE "*" 51,364

AVERAGE ALL 51,364

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	105,405 *
2	57,461 *
3	48,655 *
4	46,344 *
5	43,115 *
6	37,332 *

AVERAGE "*" 56,385

AVERAGE ALL 56,385

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	53,405 *
2	52,000 *
3	41,030 *
4	39,266 *

AVERAGE "*" 46,425

AVERAGE ALL 46,425

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(82,750)*
2	68,459 *
3	62,700 *
4	58,500 *
5	55,625 *
6	52,880 *

AVERAGE "*" 63,486

AVERAGE ALL 63,486

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	78,892 *
2	74,400 *
3	72,500 *
4	61,122 *
5	55,344 *
6	53,300 *

AVERAGE "*" 65,926

AVERAGE ALL 65,926

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY (CONTINUED)
1	73,750 *
2	62,637 *
3	54,300 *
4	46,632 *

AVERAGE "*" 59,330

AVERAGE ALL 59,330

DEVELOPMENT ADMINISTRATORS
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	80,200 *
2	71,000 *
3	70,829 *

AVERAGE "*" 74,010

AVERAGE ALL 74,010

INFO MANAGEMENT ADMINISTRA
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	(112,000)*
2	110,500 *
3	93,000 *

AVERAGE "*" 105,167

AVERAGE ALL 105,167

INFO MANAGEMENT ADMINISTRA
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	115,000 *
2	85,092 *
3	75,500 *

AVERAGE "*" 91,864

AVERAGE ALL 91,864

INFO MANAGEMENT ADMINISTRA
DIRECTOR OF ADMINISTRATI
COMPUTING SERVICES

RANK	SALARY
1	109,536 *

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK (CONTINUED)	SALARY
2	72,100 *
3	64,008 *

AVERAGE "*" 81,881

AVERAGE ALL 81,881

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	(130,000)*
2	117,830 *
3	(113,316)*
4	(110,410)*

AVERAGE "*" 117,889

AVERAGE ALL 117,889

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	71,000 *
2	62,217 *
3	59,219 *
4	50,717 *

AVERAGE "*" 60,788

AVERAGE ALL 60,788

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK	SALARY
1	129,000 *
2	116,124 *
3	113,944 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 119,689

AVERAGE ALL 119,689

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	127,000 *
2	93,175 *
3	91,608 *
4	87,000 *
5	85,700 *
6	57,090 *

AVERAGE "*" 90,262

AVERAGE ALL 90,262

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	83,100 *
2	(79,000)*
3	65,208 *
4	64,584 *

AVERAGE "*" 72,973

AVERAGE ALL 72,973

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	92,000 *
2	87,300 *
3	51,564 *

AVERAGE "*" 76,955

AVERAGE ALL 76,955

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	100,500 *
2	99,814 *
3	85,110 *
4	77,712 *
5	45,654 *

AVERAGE "*" 81,758

AVERAGE ALL 81,758

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINETY-EIGHT UNIVERSITIES REPRESENTING FORTY-SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGION-

The New York and Boston Region as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The Universities participating from this region are:

*STATE UNIV. OF NEW YORK AT ALBANY
*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*SUNY AT STONY BROOK
*UNIVERSITY OF CONNECTICUT
*UNIVERSITY OF MAINE
*UNIVERSITY OF MASSACHUSETTS AMHERST
*UNIVERSITY OF NEW HAMPSHIRE
*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF VERMONT

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* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

CHIEF EXECUTIVE OFFICER: SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	185,059 *
2	170,000 *
3	170,000 *
4	150,000 *
5	138,800 *
6	138,000 *
7	133,000 *
8	128,092 *
9	125,000 *

AVERAGE "*" 148,661

AVERAGE ALL 148,661

FINANCIAL ADMINISTRATOR: CHIEF FINANCIAL OFFICER

RANK	SALARY
1	156,185 *
2	149,000 *
3	123,091 *
4	119,080 *
5	109,479 *
6	100,660 *
7	100,000 *
8	87,929 *

AVERAGE "*" 118,178

AVERAGE ALL 118,178

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	123,091 *
2	110,000 *
3	102,364 *

AVERAGE "*" 111,818

AVERAGE ALL 111,818

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR FACILITIES PLANNING

RANK	SALARY
1	114,065 *
2	101,000 *
3	99,751 *
4	88,795 *
5	88,000 *
6	87,950 *
7	78,741 *
8	67,679 *

AVERAGE "*" 90,748

AVERAGE ALL 90,748

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

RANK	SALARY
1	91,181 *
2	73,700 *
3	69,000 *
4	66,585 *
5	65,050 *
6	58,650 *
7	49,340 *

AVERAGE "*" 67,644

AVERAGE ALL 67,644

FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	102,164 *
2	101,765 *
3	96,366 *
4	88,569 *
5	85,260 *
6	84,946 *
7	75,411 *
8	73,800 *
9	72,667 *

RANK SALARY (CONTINUED)

AVERAGE "*" 86,772

AVERAGE ALL 86,772

FINANCIAL ADMINISTRATOR: BUDGET DIRECTOR

RANK	SALARY
1	93,739 *
2	80,500 *
3	79,000 *
4	78,179 *
5	73,476 *
6	72,062 *
7	70,900 *
8	68,830 *
9	65,177 *

AVERAGE "*" 75,763

AVERAGE ALL 75,763

FINANCIAL ADMINISTRATOR: DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	78,725 *
2	73,081 *
3	60,240 *
4	42,758 *

AVERAGE "*" 63,701

AVERAGE ALL 63,701

FINANCIAL ADMINISTRATOR: TREASURER OR BURSAR

RANK	SALARY
1	87,570 *
2	83,342 *
3	76,572 *
4	61,550 *
5	61,388 *
6	55,497 *
7	49,710 *

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

FINANCIAL ADMINISTRATOR: TREASURER OR BURSAR

RANK (CONTINUED)	SALARY
8	48,890 *
9	41,524 *
10	39,168 *

AVERAGE "x" 60,521

AVERAGE ALL 60,521

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

RANK	SALARY
1	91,049 *
2	72,540 *
3	67,150 *
4	63,605 *
5	63,325 *
6	60,036 *
7	58,970 *
8	53,044 *
9	51,750 *
10	47,145 *

AVERAGE "x" 62,861

AVERAGE ALL 62,861

FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL

RANK	SALARY
1	91,127 *
2	88,878 *
3	85,904 *
4	80,000 *
5	79,667 *
6	76,220 *
7	74,080 *
8	70,813 *
9	56,713 *

RANK SALARY (CONTINUED)

AVERAGE "x" 78,156

AVERAGE ALL 78,156

FINANCIAL ADMINISTRATOR: DIRECTOR OF PAYROLL

RANK	SALARY
1	76,572 *
2	69,179 *
3	65,177 *
4	56,851 *
5	48,160 *
6	43,100 *
7	41,764 *

AVERAGE "x" 57,258

AVERAGE ALL 57,258

FINANCIAL ADMINISTRATOR: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	104,761 *
2	78,671 *
3	67,218 *
4	65,803 *
5	54,523 *
6	51,500 *

AVERAGE "x" 70,413

AVERAGE ALL 70,413

FINANCIAL ADMINISTRATOR: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	85,000 *
2	83,902 *
3	83,000 *
4	72,000 *
5	43,321 *

RANK SALARY (CONTINUED)

AVERAGE "x" 73,445

AVERAGE ALL 73,445

FINANCIAL ADMINISTRATOR: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	92,715 *
2	85,513 *
3	79,786 *
4	71,281 *
5	70,000 *
6	60,000 *
7	59,913 *
8	58,110 *
9	53,805 *
10	47,753 *

AVERAGE "x" 67,888

AVERAGE ALL 67,888

FINANCIAL ADMINISTRATOR: DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	83,475 *
2	78,565 *
3	75,835 *
4	73,470 *
5	73,468 *
6	65,874 *
7	64,561 *
8	61,305 *
9	53,000 *
10	46,800 *

AVERAGE "x" 67,635

AVERAGE ALL 67,635

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

ACADEMIC ADMINISTRATORS: CHIEF ACADEMIC OFFICER

RANK	SALARY
1	165,000 *
2	162,363 *
3	140,000 *
4	133,880 *
5	124,000 *
6	117,960 *
7	115,000 *
8	112,992 *
9	110,189 *
10	106,920 *

AVERAGE "*" 128,830

AVERAGE ALL 128,830

ACADEMIC ADMINISTRATORS: INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	94,342 *
2	78,761 *
3	54,000 *
4	50,682 *

AVERAGE "*" 69,446

AVERAGE ALL 69,446

ACADEMIC ADMINISTRATORS: DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	87,450 *
2	85,293 *
3	78,750 *
4	71,573 *
5	70,000 *

AVERAGE "*" 78,613

AVERAGE ALL 78,613

ACADEMIC ADMINISTRATORS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	114,630 *
2	109,500 *
3	98,614 *
4	93,441 *
5	93,289 *
6	91,920 *
7	89,675 *
8	88,000 *
9	85,771 *

AVERAGE "*" 96,093

AVERAGE ALL 96,093

ACADEMIC ADMINISTRATORS: MUSEUM DIRECTOR

RANK	SALARY
1	101,591 *
2	57,304 *
3	47,335 *
4	38,993 *

AVERAGE "*" 61,306

AVERAGE ALL 61,306

ACADEMIC ADMINISTRATORS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	80,395 *
2	79,460 *
3	78,372 *
4	74,000 *
5	73,365 *
6	70,500 *
7	55,330 *
8	54,724 *

AVERAGE "*" 70,768

AVERAGE ALL 70,768

ACADEMIC ADMINISTRATORS: REGISTRAR

RANK	SALARY
1	(95,670)*
2	75,333 *
3	73,431 *
4	68,082 *
5	66,680 *
6	62,372 *
7	61,360 *
8	53,841 *

AVERAGE "*" 69,596

AVERAGE ALL 69,596

ACADEMIC DEANS: ARTS AND SCIENCES

RANK	SALARY
1	104,624 *
2	103,573 *
3	99,872 *
4	97,000 *

AVERAGE "*" 101,267

AVERAGE ALL 101,267

ACADEMIC DEANS: BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	160,000 *
2	124,729 *
3	120,000 *
4	119,699 *
5	119,520 *
6	105,675 *
7	99,066 *
8	84,670 *

AVERAGE "*" 116,670

AVERAGE ALL 116,670

* = NASULGC

ACADEMIC DEANS: CONTINUING EDUCATION

RANK	SALARY
1	100,000 *
2	98,515 *
3	(95,670)*
4	94,840 *
5	86,528 *
6	81,279 *
7	47,840 *

AVERAGE "*" 86,382

AVERAGE ALL 86,382

ACADEMIC DEANS: EARTH SCIENCES/ NATURAL RESOURCES

RANK	SALARY
1	(109,260)*
2	106,300 *
3	88,950 *

AVERAGE "*" 101,503

AVERAGE ALL 101,503

ACADEMIC DEANS: EDUCATION

RANK	SALARY
1	137,837 *
2	119,000 *
3	105,000 *
4	100,615 *
5	95,008 *
6	94,100 *
7	87,288 *

AVERAGE "*" 105,550

AVERAGE ALL 105,550

ACADEMIC DEANS: ENGINEERING

RANK	SALARY
1	161,732 *
2	155,085 *
3	134,185 *
4	130,000 *
5	119,000 *
6	118,742 *
7	115,812 *
8	102,554 *
9	99,495 *

AVERAGE "*" 126,289

AVERAGE ALL 126,289

ACADEMIC DEANS: GRADUATE

RANK	SALARY
1	139,374 *
2	(112,415)*
3	99,063 *
4	(87,931)*
5	86,785 *
6	84,336 *
7	76,671 *

AVERAGE "*" 98,082

AVERAGE ALL 98,082

ACADEMIC DEANS: SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	130,000 *
2	124,175 *
3	122,835 *
4	85,000 *

AVERAGE "*" 115,503

AVERAGE ALL 115,503

ACADEMIC DEANS: SOCIAL WORK

RANK	SALARY
1	131,197 *
2	114,000 *
3	108,000 *
4	88,312 *

AVERAGE "*" 110,377

AVERAGE ALL 110,377

ACADEMIC DEANS: UNDERGRADUATE STUDIES

RANK	SALARY
1	116,223 *
2	82,263 *
3	66,619 *

AVERAGE "*" 88,368

AVERAGE ALL 88,368

MEDICAL DEANS: DENTISTRY

RANK	SALARY
1	178,500 *
2	157,620 *
3	126,001 *

AVERAGE "*" 154,040

AVERAGE ALL 154,040

MEDICAL DEANS: HEALTH-RELATED PROFESSIONAL

RANK	SALARY
1	128,000 *
2	120,000 *
3	94,306 *
4	88,885 *
5	87,000 *

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TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

MEDICAL DEANS: HEALTH-RELATED PROFESSIONAL

(CONTINUED)

AVERAGE "*" 103,638

AVERAGE ALL 103,638

MEDICAL DEANS: MEDICINE

RANK	SALARY
1	280,809 *
2	227,400 *
3	225,000 *
4	137,115 *

AVERAGE "*" 217,581

AVERAGE ALL 217,581

MEDICAL DEANS: NURSING

RANK	SALARY
1	132,000 *
2	120,000 *
3	117,000 *
4	111,850 *
5	98,332 *
6	87,975 *
7	79,800 *

AVERAGE "*" 106,708

AVERAGE ALL 106,708

MEDICAL DEANS: PHARMACY

RANK	SALARY
1	133,000 *
2	132,911 *
3	103,018 *

RANK SALARY (CONTINUED)

AVERAGE "*" 122,976

AVERAGE ALL 122,976

STUDENT SERVICES ADMIN.: CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	124,000 *
2	123,415 *
3	120,000 *
4	112,500 *
5	106,000 *
6	103,428 *
7	101,355 *
8	94,474 *
9	93,000 *
10	91,500 *

AVERAGE "*" 106,967

AVERAGE ALL 106,967

STUDENT SERVICES ADMIN.: DIRECTOR OF HOUSING

RANK	SALARY
1	112,000 *
2	69,523 *
3	68,856 *
4	68,200 *
5	66,187 *
6	63,502 *
7	62,990 *
8	55,000 *
9	53,320 *
10	49,853 *

AVERAGE "*" 66,943

AVERAGE ALL 66,943

STUDENT SERVICES ADMIN.: DIRECTOR OF DINING SERVICES

RANK	SALARY
1	86,338 *
2	70,790 *
3	69,680 *
4	63,199 *

AVERAGE "*" 72,502

AVERAGE ALL 72,502

STUDENT SERVICES ADMIN.: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	88,080 *
2	79,500 *
3	77,033 *
4	73,529 *
5	73,082 *

AVERAGE "*" 78,245

AVERAGE ALL 78,245

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	102,133 *
2	98,724 *
3	91,400 *
4	87,400 *
5	85,783 *
6	73,260 *
7	65,000 *
8	56,284 *
9	46,476 *

AVERAGE "*" 78,496

AVERAGE ALL 78,496

* = NASULGC

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	69,718 *
2	62,850 *
3	61,240 *
4	56,780 *
5	56,096 *
6	54,413 *
7	53,366 *
8	48,564 *
9	43,927 *

AVERAGE "*" 56,328

AVERAGE ALL 56,328

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY
1	65,000 *
2	54,869 *
3	53,840 *
4	53,155 *
5	51,838 *
6	50,042 *

AVERAGE "*" 54,791

AVERAGE ALL 54,791

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/
MULTICULTURAL AFFAIRS

RANK	SALARY
1	66,491 *
2	44,781 *
3	40,000 *

AVERAGE "*" 50,424

AVERAGE ALL 50,424

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	77,723 *
2	75,227 *
3	74,692 *
4	69,613 *
5	68,433 *
6	67,532 *
7	65,803 *
8	65,150 *
9	61,340 *
10	59,388 *

AVERAGE "*" 68,490

AVERAGE ALL 68,490

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL
& RECREATIONAL SPORTS

RANK	SALARY
1	121,000 *
2	66,841 *
3	59,050 *
4	56,076 *
5	55,355 *
6	52,553 *

AVERAGE "*" 68,479

AVERAGE ALL 68,479

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL
STUDENT SERVICES

RANK	SALARY
1	77,635 *
2	66,148 *
3	51,233 *
4	49,091 *
5	45,725 *
6	43,641 *
7	33,795 *
8	29,995 *

RANK SALARY (CONTINUED)

AVERAGE "*" 49,658

AVERAGE ALL 49,658

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	60,311 *
2	57,284 *
3	55,040 *
4	52,842 *
5	50,042 *
6	48,319 *
7	46,130 *

AVERAGE "*" 52,853

AVERAGE ALL 52,853

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	90,000 *
2	79,300 *
3	76,452 *
4	75,773 *
5	75,505 *
6	67,500 *
7	64,350 *
8	58,000 *

AVERAGE "*" 73,360

AVERAGE ALL 73,360

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	103,340 *
2	77,811 *
3	75,420 *
4	66,340 *
5	63,952 *

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

STUDENT SERVICES ADMIN.: DIRECTOR OF FINANCIAL AID

RANK	SALARY
(CONTINUED)	
6	62,360 *
7	61,700 *
8	57,626 *
9	54,014 *
10	52,362 *
AVERAGE "x"	67,493
AVERAGE ALL	67,493

DEVELOPMENT ADMINISTRATORS: CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	151,009 *
2	134,750 *
3	120,000 *
4	111,092 *
5	105,060 *
6	104,624 *
AVERAGE "x"	121,089
AVERAGE ALL	121,089

DEVELOPMENT ADMINISTRATORS: CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	128,500 *
2	111,570 *
3	90,279 *
4	89,452 *
5	72,710 *
AVERAGE "x"	98,502
AVERAGE ALL	98,502

DEVELOPMENT ADMINISTRATORS: CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	101,750 *
2	92,000 *
3	85,774 *
4	80,000 *
AVERAGE "x"	89,881
AVERAGE ALL	89,881

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	64,429 *
2	56,230 *
3	52,047 *
AVERAGE "x"	57,569
AVERAGE ALL	57,569

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	97,000 *
2	72,832 *
3	70,380 *
4	68,640 *
5	45,775 *
AVERAGE "x"	70,925
AVERAGE ALL	70,925

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	96,000 *
2	76,390 *
3	74,348 *
4	56,620 *
5	43,900 *
(CONTINUED)	
AVERAGE "x"	69,452
AVERAGE ALL	69,452

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	105,000 *
2	76,622 *
3	76,529 *
4	60,000 *
5	55,000 *
6	53,000 *
7	44,177 *
8	40,741 *
AVERAGE "x"	63,884
AVERAGE ALL	63,884

INFO MANAGEMENT ADMINISTRATOR: CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	117,222 *
2	117,000 *
3	103,000 *
4	94,443 *
5	85,194 *
6	85,000 *
AVERAGE "x"	100,310
AVERAGE ALL	100,310

INFO MANAGEMENT ADMINISTRATOR: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	122,802 *
2	107,156 *
3	90,615 *
4	70,775 *

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING SERVICES

(CONTINUED)

AVERAGE "*" 97,837

AVERAGE ALL 97,837

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	90,000 *
2	72,340 *
3	65,218 *
4	59,960 *

AVERAGE "*" 71,880

AVERAGE ALL 71,880

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	92,000 *
2	81,964 *
3	62,673 *

AVERAGE "*" 78,879

AVERAGE ALL 78,879

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	162,111 *
2	127,500 *
3	119,500 *
4	(112,415)*
5	102,668 *
6	(87,931)*
7	78,485 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 112,944

AVERAGE ALL 112,944

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	79,975 *
2	74,164 *
3	71,545 *
4	68,032 *
5	67,410 *
6	62,559 *
7	61,874 *

AVERAGE "*" 69,366

AVERAGE ALL 69,366

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	97,820 *
2	97,545 *
3	83,200 *

AVERAGE "*" 92,855

AVERAGE ALL 92,855

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	110,000 *
2	92,000 *
3	80,000 *
4	75,769 *
5	70,890 *
6	66,150 *
7	46,214 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 77,289

AVERAGE ALL 77,289

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	107,855 *
2	89,995 *
3	73,325 *
4	69,680 *
5	69,630 *
6	69,200 *
7	61,214 *
8	58,500 *

AVERAGE "*" 74,925

AVERAGE ALL 74,925

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	93,000 *
2	82,587 *
3	76,801 *

AVERAGE "*" 84,129

AVERAGE ALL 84,129

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/GOVERNMENTAL RELATIONS

RANK	SALARY
1	95,720 *
2	75,965 *
3	75,750 *
4	75,000 *

AVERAGE "*" 80,609

AVERAGE ALL 80,609

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINETY-EIGHT UNIVERSITIES REPRESENTING FORTY-SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia. The Universities participating from this region are:

COLLEGE OF WILLIAM AND MARY
INDIANA UNIVERSITY OF PENNSYLVANIA (IUP)
OLD DOMINION UNIVERSITY
TEMPLE UNIVERSITY
*UNIVERSITY OF DELAWARE
*UNIVERSITY OF MARYLAND - BALTIMORE
*UNIVERSITY OF MARYLAND - COLLEGE PARK
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INST. AND STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY

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* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
PHILADELPHIA REGION

CHIEF EXECUTIVE OFFICER: SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	270,000
2	226,400 *
3	218,000 *
4	182,000 *
5	164,245 *
6	164,245 *
7	164,004 *
8	162,495
9	144,121
10	108,980

AVERAGE "*" 186,482

AVERAGE ALL 180,449

FINANCIAL ADMINISTRATOR: CHIEF FINANCIAL OFFICER

RANK	SALARY
1	160,000
2	152,000 *
3	135,938 *
4	135,500 *
5	131,070 *
6	125,000 *
7	114,000
8	110,800
9	110,004 *
10	87,000

AVERAGE "*" 131,585

AVERAGE ALL 126,131

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	125,979
2	92,820 *
3	87,000 *

RANK . SALARY (CONTINUED)

AVERAGE "*" 89,910

AVERAGE ALL 101,933

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	122,000 *
2	95,166 *
3	91,956 *
4	87,000 *
5	62,100

AVERAGE "*" 99,031

AVERAGE ALL 91,644

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR HUMAN RESOURCES

RANK	SALARY
1	144,600
2	94,860 *
3	86,000 *
4	75,312 *
5	70,020 *

AVERAGE "*" 81,548

AVERAGE ALL 94,158

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR FACILITIES PLANNING

RANK	SALARY
1	103,500 *
2	102,866
3	101,000 *
4	99,144 *
5	76,756 *

AVERAGE "*" 95,100

AVERAGE ALL 96,653

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

RANK	SALARY
1	88,538
2	80,700 *
3	79,700 *
4	62,477
5	61,960 *
6	53,472 *
7	46,700
8	41,150

AVERAGE "*" 68,958

AVERAGE ALL 64,337

FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	109,153
2	92,190 *
3	82,110 *
4	82,000 *
5	74,784 *
6	67,137 *
7	59,642
8	55,000

AVERAGE "*" 79,644

AVERAGE ALL 77,752

FINANCIAL ADMINISTRATOR: BUDGET DIRECTOR

RANK	SALARY
1	93,500 *
2	84,773
3	80,000 *
4	74,460 *
5	66,300 *
6	65,100
7	63,901
8	60,036 *
9	43,164

* = NASULGC

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

(CONTINUED)

AVERAGE "*" 74,859

AVERAGE ALL 70,137

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	72,000 *
2	51,128 *
3	50,005

AVERAGE "*" 61,564

AVERAGE ALL 57,711

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY
1	71,000 *
2	68,723 *
3	60,000
4	56,300 *
5	54,909
6	52,054

AVERAGE "*" 65,341

AVERAGE ALL 60,498

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY
1	83,207 *
2	75,031 *
3	65,000 *
4	60,504 *
5	58,000 *
6	55,319
7	52,280 *
8	51,106

RANK	SALARY
9	46,770

AVERAGE "*" 65,670

AVERAGE ALL 60,802

FINANCIAL ADMINISTRATOR:
DIRECTOR OF BENEFITS

RANK	SALARY
1	64,025 *
2	60,175 *
3	54,607 *
4	52,500 *
5	45,740
6	37,077
7	32,749

AVERAGE "*" 57,827

AVERAGE ALL 49,553

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	87,235 *
2	86,200
3	82,110 *
4	65,700
5	63,000
6	57,677

AVERAGE "*" 84,673

AVERAGE ALL 73,654

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	59,565
2	52,479 *
3	51,128 *
4	51,128 *
5	42,044
6	29,297

RANK SALARY
(CONTINUED)

AVERAGE "*" 51,578

AVERAGE ALL 47,607

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	91,500 *
2	78,629
3	78,300
4	69,343
5	58,150

AVERAGE "*" 91,500

AVERAGE ALL 75,184

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	95,148 *
2	86,040
3	81,200 *
4	73,950 *
5	62,376 *
6	59,679
7	48,900
8	42,783

AVERAGE "*" 78,169

AVERAGE ALL 68,760

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	89,138
2	79,630 *
3	79,619 *
4	74,200 *
5	59,755 *
6	58,719
7	56,870

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

FINANCIAL ADMINISTRATOR: DIRECTOR OF PUBLIC SAFETY

RANK (CONTINUED)	SALARY
[illegible]	54,360 *

AVERAGE "*" 69,513

AVERAGE ALL - 69,036

FINANCIAL ADMINISTRATOR: DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	83,470 *
2	71,070 *
3	65,900 *
4	62,731 *
5	50,508 *
6	35,012

AVERAGE "*" 66,736

AVERAGE ALL 61,449

ACADEMIC ADMINISTRATORS: CHIEF ACADEMIC OFFICER

RANK	SALARY
1	170,000 *
2	154,500
3	148,502 *
4	148,000
5	146,000 *
6	144,000 *
7	133,020 *
8	129,000
9	100,244

AVERAGE "*" 148,304

AVERAGE ALL 141,474

ACADEMIC ADMINISTRATORS: INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	109,000 *
2	108,715 *
3	105,300
4	102,510 *
5	86,835
6	82,968 *
7	53,219 *

AVERAGE "*" 91,282

AVERAGE ALL 92,650

ACADEMIC ADMINISTRATORS: DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	87,000
2	86,520 *
3	84,460
4	67,000

AVERAGE "*" 86,520

AVERAGE ALL 81,245

ACADEMIC ADMINISTRATORS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	113,158 *
2	108,000 *
3	106,488
4	100,000 *
5	93,000 *
6	92,000
7	86,153
8	79,212 *
9	66,490

AVERAGE "*" 98,674

AVERAGE ALL 93,833

ACADEMIC ADMINISTRATORS: DIRECTOR OF INSTITUTIONA RESEARCH

RANK	SALARY
1	90,034
2	82,500 *
3	78,925 *
4	71,400 *
5	64,814 *
6	61,200
7	56,336 *
8	48,930
9	43,143

AVERAGE "*" 70,795

AVERAGE ALL 66,365

ACADEMIC ADMINISTRATORS: REGISTRAR

RANK	SALARY
1	82,416 *
2	73,500 *
3	70,707
4	70,700 *
5	68,700
6	65,681 *
7	62,595
8	59,920
9	56,000 *
10	43,620 *

AVERAGE "*" 65,320

AVERAGE ALL 65,384

ACADEMIC DEANS: AGRICULTURE

RANK	SALARY
1	137,700 *
2	133,752 *
3	119,000 *
4	(97,074)*

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

ACADEMIC DEANS: AGRICULTURE

(CONTINUED)

AVERAGE "*" 121,882

AVERAGE ALL 121,882

ACADEMIC DEANS: ARTS AND SCIENCES

RANK	SALARY
1	130,000
2	127,952 *
3	126,175
4	125,000 *
5	123,000 *
6	101,088 *

AVERAGE "*" 119,260

AVERAGE ALL 122,203

ACADEMIC DEANS: BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	162,180 *
2	159,000 *
3	153,522 *
4	144,300
5	144,000
6	126,000 *
7	120,042 *
8	118,000
9	93,254

AVERAGE "*" 144,149

AVERAGE ALL 135,589

ACADEMIC DEANS: CONTINUING EDUCATION

RANK	SALARY
1	127,500 *
2	97,982 *
3	82,748
4	82,000

AVERAGE "*" 112,741

AVERAGE ALL 97,558

ACADEMIC DEANS: EDUCATION

RANK	SALARY
1	144,636 *
2	116,390
3	114,400 *
4	109,499 *
5	108,000
6	103,000
7	89,082 *
8	89,000 *
9	85,971

AVERAGE "*" 109,323

AVERAGE ALL 106,664

ACADEMIC DEANS: ENGINEERING

RANK	SALARY
1	158,181 *
2	150,960 *
3	150,000 *
4	132,500
5	130,000 *
6	120,000 *
7	111,569

AVERAGE "*" 141,828

AVERAGE ALL 136,173

ACADEMIC DEANS: FINE ARTS

RANK	SALARY
1	108,150
2	95,000 *
3	92,722
4	83,556 *

AVERAGE "*" 89,278

AVERAGE ALL 94,857

ACADEMIC DEANS: GRADUATE

RANK	SALARY
1	(114,500)*
2	(112,200)*
3	108,000
4	105,000 *
5	94,800 *
6	89,605
7	85,900
8	84,200

AVERAGE "*" 106,625

AVERAGE ALL 99,276

ACADEMIC DEANS: HEALTH/PHYSICAL EDUCATION/RECREATION

RANK	SALARY
1	107,304 *
2	103,907 *
3	83,636
4	78,051 *

AVERAGE "*" 96,421

AVERAGE ALL 93,225

ACADEMIC DEANS: LAW

RANK	SALARY
1	214,240
2	168,500
3	155,039 *
4	113,088 *

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

ACADEMIC DEANS:
LAW

(CONTINUED)

AVERAGE "*" 134,064

AVERAGE ALL 162,717

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	121,379 *
2	107,000 *
3	104,030
4	83,052 *

AVERAGE "*" 103,810

AVERAGE ALL 103,865

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	183,600 *
2	149,350
3	122,152 *
4	99,300 *
5	86,700

AVERAGE "*" 135,017

AVERAGE ALL 128,220

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	106,590 *
2	105,575
3	97,227 *
4	94,080

RANK SALARY
(CONTINUED)

AVERAGE "*" 101,909

AVERAGE ALL 100,868

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	346,800 *
2	297,670
3	254,658 *
4	83,148 *

AVERAGE "*" 228,202

AVERAGE ALL 245,569

MEDICAL DEANS:
NURSING

RANK	SALARY
1	127,500 *
2	105,735 *
3	105,000 *
4	102,416 *

AVERAGE "*" 110,163

AVERAGE ALL 110,163

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	142,799 *
2	132,000 *
3	121,540
4	120,000 *

AVERAGE "*" 131,600

AVERAGE ALL 129,085

STUDENT SERVICES ADMIN.
CHIEF STUDENT SERVICE
OFFICER

RANK	SALARY
1	115,514
2	115,000 *
3	113,464 *
4	97,000
5	93,500 *
6	92,000
7	90,000 *

AVERAGE "*" 102,991

AVERAGE ALL 102,354

STUDENT SERVICES ADMIN.
DIRECTOR OF HOUSING

RANK	SALARY
1	81,000 *
2	78,000 *
3	67,629 *
4	62,376 *
5	56,520
6	54,600
7	54,438
8	44,732 *
9	44,350

AVERAGE "*" 66,747

AVERAGE ALL 60,405

STUDENT SERVICES ADMIN.
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	87,000
2	86,542 *
3	75,938
4	71,750 *
5	65,000 *
6	62,000

AVERAGE "*" 74,431

AVERAGE ALL 74,705

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	125,000
2	122,916 *
3	113,799 *
4	103,583 *
5	89,800
6	88,425 *
7	57,900 *
8	56,193
9	48,835

AVERAGE "*" 97,325

AVERAGE ALL 89,606

STUDENT SERVICES ADMIN.: DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	73,500 *
2	71,791 *
3	62,345 *
4	56,811
5	55,000
6	51,108 *
7	49,000
8	47,423
9	39,140 *

AVERAGE "*" 59,577

AVERAGE ALL 56,235

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT UNION

RANK	SALARY
1	82,356 *
2	62,095 *
3	41,200 *

AVERAGE "*" 61,884

AVERAGE ALL 61,884

STUDENT SERVICES ADMIN.: DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	73,270 *
2	64,770 *
3	57,787 *
4	46,138
5	43,000
6	35,012

AVERAGE "*" 65,276

AVERAGE ALL 53,330

STUDENT SERVICES ADMIN.: DIRECTOR OF COUNSELING

RANK	SALARY
1	82,885 *
2	80,000 *
3	73,555 *
4	71,644 *
5	65,000
6	64,968 *
7	62,478
8	62,000

AVERAGE "*" 74,610

AVERAGE ALL 70,316

STUDENT SERVICES ADMIN.: DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	72,741 *
2	55,698 *
3	52,100
4	44,750 *
5	43,072
6	42,114 *
7	35,800

AVERAGE "*" 53,826

AVERAGE ALL 49,468

STUDENT SERVICES ADMIN.: DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	70,040
2	67,216 *
3	63,750 *
4	49,117
5	39,694 *
6	39,520
7	37,980 *

AVERAGE "*" 52,160

AVERAGE ALL 52,474

STUDENT SERVICES ADMIN.: DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	68,451 *
2	61,212 *
3	57,600
4	51,780
5	46,341
6	42,475

AVERAGE "*" 64,832

AVERAGE ALL 54,643

STUDENT SERVICES ADMIN.: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	88,500 *
2	78,734 *
3	77,062
4	71,664 *
5	70,760 *
6	69,646
7	63,400
8	59,850

AVERAGE "*" 77,415

AVERAGE ALL 72,452

* = NASULGC

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	76,475
2	71,002
3	67,320 *
4	66,400 *
5	62,500
6	62,000 *
7	59,293 *
8	58,332 *
9	55,439

AVERAGE "x" 62,669

AVERAGE ALL 64,307

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	147,000 *
2	130,000 *
3	113,000 *
4	106,080 *
5	103,000
6	100,000
7	87,816 *
8	87,048

AVERAGE "x" 116,779

AVERAGE ALL 109,243

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	164,800
2	132,500 *
3	86,400
4	79,568 *

AVERAGE "x" 106,034

AVERAGE ALL 115,817

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS
OFFICER

RANK	SALARY
1	117,300
2	97,152
3	86,699 *
4	50,338
5	45,968 *

AVERAGE "x" 66,334

AVERAGE ALL 79,491

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC
RELATIONS

RANK	SALARY
1	100,000
2	(79,943)*
3	75,223 *
4	62,401 *
5	57,370

AVERAGE "x" 72,522

AVERAGE ALL 74,987

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	99,808
2	93,500 *
3	85,000
4	81,800
5	79,560 *
6	59,921

AVERAGE "x" 86,530

AVERAGE ALL 83,265

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	85,000

RANK	SALARY
2	81,216 *
3	(79,943)*
4	70,000 *
5	59,467 *
6	58,268 *
7	57,311
8	53,100
9	39,188

AVERAGE "x" 69,779

AVERAGE ALL 64,833

INFO MANAGEMENT ADMINISTRA
CHIEF OF INFORMATION
MANAGEMENT

RANK	SALARY
1	148,835
2	130,000 *
3	126,989 *
4	124,000 *
5	121,000 *
6	(107,500)*
7	87,924 *
8	83,500
9	71,943
10	65,693

AVERAGE "x" 116,236

AVERAGE ALL 106,738

INFO MANAGEMENT ADMINISTRA
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	82,000
2	71,286
3	64,600

AVERAGE "x" 0

AVERAGE ALL 72,629

* = NASULGC

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INFO MANAGEMENT ADMINISTRATOR: DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	84,354 *
2	79,100 *
3	74,566 *
4	72,750
5	69,867 *
6	65,828
7	51,763

AVERAGE "*" 76,972

AVERAGE ALL 71,175

INFO MANAGEMENT ADMINISTRATOR: DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	99,645 *
2	92,800 *
3	83,500
4	69,396 *
5	68,340 *
6	67,444
7	62,531

AVERAGE "*" 82,545

AVERAGE ALL 77,665

RESEARCH ADMINISTRATORS: CHIEF RESEARCH OFFICER

RANK	SALARY
1	140,000 *
2	140,000 *
3	(114,500)*
4	(112,200)*
5	108,640
6	108,000
7	102,972 *
8	95,345 *
9	65,034

RANK SALARY
(CONTINUED)

AVERAGE "*" 117,503

AVERAGE ALL 109,632

RESEARCH ADMINISTRATORS: DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	100,755 *
2	91,705 *
3	90,000
4	62,400 *
5	57,108 *

AVERAGE "*" 77,992

AVERAGE ALL 80,394

AGRICULTURAL ADMINSTRATORS: DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	137,700 *
2	98,818 *
3	91,000 *

AVERAGE "*" 109,173

AVERAGE ALL 109,173

AGRICULTURAL ADMINSTRATORS: DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK	SALARY
1	137,700 *
2	101,000 *
3	(97,074)*

AVERAGE "*" 111,925

AVERAGE ALL 111,925

OTHER ADMINISTRATORS: ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	108,569 *
2	91,401 *
3	90,000
4	82,000
5	67,000 *
6	62,000 *
7	52,440 *
8	45,000

AVERAGE "*" 76,282

AVERAGE ALL 74,801

OTHER ADMINISTRATORS: DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	71,910 *
2	71,240
3	64,710 *
4	63,000 *
5	62,738 *
6	61,956 *
7	61,650 *
8	59,820

AVERAGE "*" 64,327

AVERAGE ALL 64,628

OTHER ADMINISTRATORS: LEGAL COUNSEL

RANK	SALARY
1	170,207
2	98,500 *
3	90,779 *
4	90,000 *
5	86,646 *
6	75,984 *
7	63,000

OTHER ADMINISTRATORS:
LEGAL COUNSEL

(CONTINUED)

AVERAGE "*" 88,382

AVERAGE ALL 96,445

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/
GOVERNMENTAL RELATIONS

RANK	SALARY
1	117,000 *
2	102,000 *
3	93,450 *
4	79,000 *
5	76,000 *

AVERAGE "*" 93,490

AVERAGE ALL 93,490

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINETY-EIGHT UNIVERSITIES REPRESENTING FORTY-SEVEN STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO AND SEATTLE REGION-

The San Francisco and Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, and Washington, as well as the territories of Guam and Samoa. The Universities participating from this region are:

*ARIZONA STATE UNIVERSITY
*OREGON STATE UNIVERSITY
*UNIVERSITY OF ARIZONA
*UNIVERSITY OF CALIFORNIA, RIVERSIDE
*UNIVERSITY OF CALIFORNIA, SANTA BARBARA
*UNIVERSITY OF IDAHO
*UNIVERSITY OF NEVADA, RENO
*UNIVERSITY OF OREGON
*WASHINGTON STATE UNIVERSITY

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* Member of the National Association of State and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

CHIEF EXECUTIVE OFFICER: MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	173,300 *
2	159,696 *
3	134,675 *

AVERAGE "*" 155,890

AVERAGE ALL 155,890

CHIEF EXECUTIVE OFFICER: SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	175,000 *
2	159,694 *
3	155,997 *
4	120,016 *
5	116,964 *
6	116,964 *

AVERAGE "*" 140,773

AVERAGE ALL 140,773

FINANCIAL ADMINISTRATOR: CHIEF FINANCIAL OFFICER

RANK	SALARY
1	132,400 *
2	129,224 *
3	127,224 *
4	118,577 *
5	113,420 *
6	104,650 *
7	103,800 *
8	96,595 *
9	90,530 *

AVERAGE "*" 112,936

AVERAGE ALL 112,936

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	121,700 *
2	99,144 *
3	78,672 *

AVERAGE "*" 99,839

AVERAGE ALL 99,839

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	95,463 *
2	72,592 *
3	69,000 *

AVERAGE "*" 79,018

AVERAGE ALL 79,018

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR HUMAN RESOURCES

RANK	SALARY
1	112,120 *
2	83,839 *
3	69,840 *

AVERAGE "*" 88,600

AVERAGE ALL 88,600

FINANCIAL ADMINISTRATOR: ASSOC. VP FOR FACILITIES PLANNING

RANK	SALARY
1	97,706 *
2	79,747 *
3	76,836 *

AVERAGE "*" 84,763

AVERAGE ALL 84,763

FINANCIAL ADMINISTRATOR: INTERNAL AUDITOR

RANK	SALARY
1	85,600 *
2	80,364 *
3	56,410 *
4	52,500 *
5	50,000 *
6	46,227 *

AVERAGE "*" 61,850

AVERAGE ALL 61,850

FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	93,900 *
2	87,589 *
3	86,700 *
4	83,315 *
5	73,000 *
6	71,635 *

AVERAGE "*" 82,690

AVERAGE ALL 82,690

FINANCIAL ADMINISTRATOR: BUDGET DIRECTOR

RANK	SALARY
1	103,291 *
2	98,586 *
3	91,533 *
4	85,816 *
5	83,400 *
6	81,002 *
7	60,231 *
8	60,070 *

AVERAGE "*" 82,991

AVERAGE ALL 82,991

* = NASULGC

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FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	66,437 *
2	55,620 *
3	52,000 *
4	46,908 *
5	44,616 *

AVERAGE "x" 53,116

AVERAGE ALL 53,116

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY
1	57,630 *
2	57,400 *
3	55,051 *

AVERAGE "x" 56,694

AVERAGE ALL 56,694

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY
1	81,500 *
2	80,973 *
3	52,004 *
4	34,140 *

AVERAGE "x" 62,154

AVERAGE ALL 62,154

FINANCIAL ADMINISTRATOR:
DIRECTOR OF BENEFITS

RANK	SALARY
1	60,852 *
2	58,716 *
3	53,609 *
4	52,530 *
5	44,601 *
6	42,432 *
7	38,472 *

AVERAGE "x" 50,173

AVERAGE ALL 50,173

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	91,700 *
2	83,000 *
3	82,997 *
4	68,000 *
5	60,000 *
6	51,293 *

AVERAGE "x" 72,832

AVERAGE ALL 72,832

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	70,055 *
2	57,400 *
3	55,266 *
4	55,051 *
5	50,491 *
6	34,872 *
7	30,132 *

AVERAGE "x" 50,467

AVERAGE ALL 50,467

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	90,000 *
2	82,998 *
3	63,355 *
4	59,842 *
5	55,344 *
6	54,155 *
7	51,324 *

AVERAGE "x" 65,288

AVERAGE ALL 65,288

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	90,500 *
2	79,560 *
3	72,500 *
4	72,450 *
5	72,051 *

AVERAGE "x" 77,412

AVERAGE ALL 77,412

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	81,900 *
2	76,484 *
3	64,541 *
4	60,100 *
5	53,562 *
6	36,372 *

AVERAGE "x" 62,160

AVERAGE ALL 62,160

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	85,000 *
2	82,900 *
3	80,671 *
4	66,514 *
5	62,100 *
6	54,648 *
7	52,010 *
8	42,384 *

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

(CONTINUED)

AVERAGE "*" 65,778

AVERAGE ALL 65,778

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	143,932 *
2	140,022 *
3	138,400 *
4	137,600 *
5	135,528 *
6	128,553 *
7	115,000 *
8	111,708 *
9	99,528 *

AVERAGE "*" 127,808

AVERAGE ALL 127,808

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	112,327 *
2	105,776 *
3	90,168 *
4	81,576 *
5	76,500 *

AVERAGE "*" 93,269

AVERAGE ALL 93,269

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	(114,200)*
2	94,349 *
3	89,298 *
4	86,154 *
5	84,460 *
6	(69,024)*

AVERAGE "*" 89,581

AVERAGE ALL 89,581

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	109,000 *
2	104,800 *
3	104,535 *
4	97,584 *
5	92,024 *
6	90,384 *
7	89,237 *
8	72,342 *

AVERAGE "*" 94,988

AVERAGE ALL 94,988

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	87,400 *
2	81,769 *
3	67,789 *
4	64,979 *
5	63,853 *
6	60,231 *
7	55,432 *

AVERAGE "*" 68,779

AVERAGE ALL 68,779

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	(92,100)*
2	72,306 *
3	70,711 *
4	(69,024)*
5	66,498 *
6	65,139 *
7	63,036 *
8	60,442 *

AVERAGE "*" 69,907

AVERAGE ALL 69,907

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	(137,100)*
2	(131,325)*
3	129,507 *
4	(117,288)*
5	(113,712)*
6	102,565 *

AVERAGE "*" 121,916

AVERAGE ALL 121,916

ACADEMIC DEANS:
ARCHITECURE/ENVIRONMENTA
DESIGN

RANK	SALARY
1	(119,016)*
2	109,781 *
3	104,860 *
4	87,550 *
5	86,320 *

AVERAGE "*" 101,505

AVERAGE ALL 101,505

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	124,817 *
2	115,856 *
3	107,387 *
4	91,936 *

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

ACADEMIC DEANS: ARTS AND SCIENCES

(CONTINUED)

AVERAGE "x" 109,999

AVERAGE ALL 109,999

ACADEMIC DEANS: BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	141,325 *
2	140,100 *
3	127,123 *
4	120,096 *
5	111,681 *
6	108,150 *
7	106,092 *
8	91,062 *

AVERAGE "x" 118,204

AVERAGE ALL 118,204

ACADEMIC DEANS: CONTINUING EDUCATION

RANK	SALARY
1	107,016 *
2	101,100 *
3	96,660 *
4	75,700 *
5	66,299 *
6	65,601 *

AVERAGE "x" 85,396

AVERAGE ALL 85,396

ACADEMIC DEANS: EDUCATION

RANK	SALARY
1	117,010 *
2	116,617 *
3	113,300 *
4	110,749 *
5	110,313 *
6	106,500 *
7	86,804 *
8	82,430 *

AVERAGE "x" 105,465

AVERAGE ALL 105,465

ACADEMIC DEANS: ENGINEERING

RANK	SALARY
1	137,629 *
2	136,400 *
3	130,000 *
4	125,000 *
5	(119,016)*
6	118,086 *
7	117,000 *
8	104,541 *

AVERAGE "x" 123,459

AVERAGE ALL 123,459

ACADEMIC DEANS: GRADUATE

RANK	SALARY
1	114,600 *
2	(110,749)*
3	(109,496)*
4	105,685 *
5	100,000 *
6	99,008 *
7	(97,850)*
8	90,360 *

AVERAGE "x" 103,469

AVERAGE ALL 103,469

ACADEMIC DEANS: LAW

RANK	SALARY
1	155,000 *
2	129,964 *
3	113,300 *
4	92,123 *

AVERAGE "x" 122,597

AVERAGE ALL 122,597

ACADEMIC DEANS: SCIENCE

RANK	SALARY
1	(137,100)*
2	124,496 *
3	120,000 *
4	110,748 *
5	104,088 *

AVERAGE "x" 119,286

AVERAGE ALL 119,286

MEDICAL DEANS: PHARMACY

RANK	SALARY
1	120,856 *
2	118,718 *
3	100,608 *

AVERAGE "x" 113,394

AVERAGE ALL 113,394

STUDENT SERVICES ADMIN.: CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	117,200 *
2	(114,200)*
3	111,366 *
4	110,000 *
5	108,281 *

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES
OFFICER

RANK	SALARY
(CONTINUED)	
6	95,004 *
7	89,020 *
8	(86,195)*

AVERAGE "*" 103,908

AVERAGE ALL 103,908

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	92,735 *
2	92,333 *
3	82,700 *
4	73,269 *
5	63,000 *
6	62,527 *
7	59,760 *
8	58,425 *
9	54,080 *

AVERAGE "*" 70,981

AVERAGE ALL 70,981

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING
SERVICES

RANK	SALARY
1	84,676 *
2	53,172 *
3	48,132 *
4	44,640 *

AVERAGE "*" 57,655

AVERAGE ALL 57,655

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	85,300 *
2	(80,000)*
3	78,795 *
4	69,948 *
5	68,289 *
6	61,755 *
7	53,518 *

AVERAGE "*" 71,086

AVERAGE ALL 71,086

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	126,443 *
2	117,700 *
3	111,920 *
4	98,400 *
5	91,403 *
6	88,542 *
7	85,217 *
8	83,574 *
9	63,819 *

AVERAGE "*" 96,335

AVERAGE ALL 96,335

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER
SERVICES

RANK	SALARY
1	(86,259)*
2	61,200 *
3	57,577 *
4	57,346 *
5	56,532 *
6	56,385 *
7	51,479 *
8	48,564 *

RANK	SALARY
	(CONTINUED)

AVERAGE "*" 59,418

AVERAGE ALL 59,418

STUDENT SERVICES ADMIN.
DIRECTOR OF STUDENT
UNION

RANK	SALARY
1	71,500 *
2	65,520 *
3	62,856 *
4	59,550 *
5	58,187 *
6	57,221 *

AVERAGE "*" 62,472

AVERAGE ALL 62,472

STUDENT SERVICES ADMIN.
DIRECTOR OF MINORITY/
MULTICULTURAL AFFAIRS

RANK	SALARY
1	60,972 *
2	60,048 *
3	47,277 *
4	46,865 *

AVERAGE "*" 53,791

AVERAGE ALL 53,791

STUDENT SERVICES ADMIN.
DIRECTOR OF COUNSELIN

RANK	SALARY
1	(86,259)*
2	(80,000)*
3	69,100 *
4	66,300 *
5	63,170 *
6	60,792 *
7	59,627 *
8	57,346 *

* = NASULGC

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STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

(CONTINUED)

AVERAGE "*" 67,824

AVERAGE ALL 67,824

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL
& RECREATIONAL SPORTS

RANK	SALARY
1	74,191 *
2	58,441 *
3	54,180 *
4	51,276 *
5	45,760 *
6	35,150 *

AVERAGE "*" 53,166

AVERAGE ALL 53,166

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL
STUDENT SERVICES

RANK	SALARY
1	70,720 *
2	57,720 *
3	56,460 *
4	51,770 *
5	46,226 *
6	44,823 *
7	43,464 *

AVERAGE "*" 53,026

AVERAGE ALL 53,026

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT
ACTIVITIES

RANK	SALARY
1	57,218 *
2	49,069 *
3	46,860 *
4	45,900 *

RANK	SALARY
5	42,024 *
6	29,993 *

AVERAGE "*" 45,177

AVERAGE ALL 45,177

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(92,100)*
2	85,938 *
3	(69,742)*
4	65,768 *
5	62,689 *
6	61,800 *
7	56,664 *

AVERAGE "*" 70,672

AVERAGE ALL 70,672

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	74,520 *
2	71,760 *
3	70,000 *
4	(69,742)*
5	66,280 *
6	65,138 *
7	65,137 *
8	61,000 *
9	54,600 *

AVERAGE "*" 66,464

AVERAGE ALL 66,464

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	(129,800)*
2	120,000 *
3	111,366 *

RANK	SALARY
4	103,767 *
5	(86,195)*
6	79,876 *
7	75,744 *

AVERAGE "*" 100,964

AVERAGE ALL 100,964

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	(129,800)*
2	115,000 *
3	108,000 *
4	104,650 *

AVERAGE "*" 114,363

AVERAGE ALL 114,363

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS
OFFICER

RANK	SALARY
1	98,497 *
2	85,565 *
3	84,000 *
4	74,735 *

AVERAGE "*" 85,699

AVERAGE ALL 85,699

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	78,673 *
2	66,912 *
3	64,756 *
4	50,200 *

AVERAGE "*" 65,135

AVERAGE ALL 65,135

* = NASULGC

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	113,941 *
2	91,100 *
3	85,824 *
4	76,149 *
5	64,000 *

AVERAGE "*" 86,203

AVERAGE ALL 86,203

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	94,073 *
2	85,000 *
3	80,761 *
4	75,200 *
5	71,429 *
6	69,084 *
7	67,263 *
8	62,379 *
9	60,320 *

AVERAGE "*" 73,945

AVERAGE ALL 73,945

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	112,000 *
2	110,068 *
3	(104,000)*
4	97,860 *
5	90,342 *
6	66,280 *

AVERAGE "*" 96,758

AVERAGE ALL 96,758

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	94,044 *
2	89,000 *
3	79,539 *
4	56,628 *

AVERAGE "*" 79,803

AVERAGE ALL 79,803

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	126,650 *
2	120,819 *
3	112,940 *
4	111,052 *
5	(110,749)*
6	(109,496)*
7	104,724 *
8	(97,850)*

AVERAGE "*" 111,785

AVERAGE ALL 111,785

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	93,200 *
2	91,534 *
3	88,886 *
4	78,113 *
5	67,442 *
6	41,715 *

AVERAGE "*" 76,815

AVERAGE ALL 76,815

AGRICULTURAL ADMINSTRATO
DIRECTOR OF COOPERATIV
EXTENSION

RANK	SALARY
1	(117,288)*
2	106,414 *
3	99,504 *
4	87,922 *

AVERAGE "*" 102,782

AVERAGE ALL 102,782

AGRICULTURAL ADMINSTRATO
DIRECTOR OF AGRICULTUR
EXPERIMENT STATION

RANK	SALARY
1	(137,100)*
2	(113,712)*
3	100,433 *
4	83,013 *
5	65,436 *

AVERAGE "*" 99,939

AVERAGE ALL 99,939

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	101,273 *
2	94,500 *
3	90,423 *
4	83,394 *
5	73,903 *
6	69,500 *
7	65,240 *

AVERAGE "*" 82,605

AVERAGE ALL 82,605

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATI
ACTIONS

RANK	SALARY
1	82,361 *

* = NASULGC

OTHER ADMINISTRATORS: DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
(CONTINUED)	
2	80,360 *
3	79,846 *
4	61,962 *
5	60,975 *
6	59,304 *
7	54,101 *
8	45,475 *
AVERAGE "*"	65,548
AVERAGE ALL	65,548

OTHER ADMINISTRATORS: LEGAL COUNSEL

RANK	SALARY
1	108,120 *
2	104,152 *
3	100,859 *
4	76,332 *
5	68,266 *
AVERAGE "*"	91,546
AVERAGE ALL	91,546

OTHER ADMINISTRATORS: HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	107,000 *
2	92,334 *
3	89,301 *
4	74,800 *
5	73,653 *
6	62,378 *
7	57,685 *
8	51,516 *
9	49,246 *
AVERAGE "*"	73,101
AVERAGE ALL	73,101

* = NASULGC

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-EIGHT SYSTEMS IN THIRTY STATES

This table summarizes the data for thirty-eight university systems in thirty states. For making this report possible the University of Arkansas wishes to thank the following universities.

CALIFORNIA STATE UNIVERSITY SYSTEM
CITY UNIVERSITY OF NEW YORK
COLORADO STATE UNIVERSITY
CONNECTICUT STATE UNIVERSITY SYSTEM
INDIANA UNIVERSITY - CENTRAL ADMINISTRATION
LOUISIANA STATE UNIVERSITY SYSTEM
MINNESOTA STATE COLLEGE & UNIVERSITY SYSTEM
MONTANA UNIVERSITY SYSTEM
NORTH DAKOTA UNIVERSITY SYSTEM
OREGON STATE SYSTEM OF HIGHER EDUCATION
RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY
SOUTH DAKOTA BOARD OF REGENTS
SOUTHERN ILLINOIS UNIVERSITY
STATE UNIVERSITY OF NEW YORK
STATE UNIVERSITY SYSTEM OF FLORIDA
TENNESSEE BOARD OF REGENTS
TEXAS A&M UNIVERSITY SYSTEM
THE UNIVERSITY OF ALABAMA SYSTEM
THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY & COMMUNITY COLLEGE SYSTEM - NEVADA
UNIVERSITY OF ALASKA
UNIVERSITY OF ARKANSAS SYSTEMS
UNIVERSITY OF CALIFORNIA SYSTEMS
UNIVERSITY OF COLORADO SYSTEM
UNIVERSITY OF HOUSTON SYSTEM ADMINISTRATION
UNIVERSITY OF ILLINOIS - UNIV. ADMINISTRATION
UNIVERSITY OF MAINE SYSTEM OFFICE
UNIVERSITY OF MARYLAND SYSTEM ADMINISTRATION
UNIVERSITY OF MASSACHUSETTS PRESIDENT'S OFFICE
UNIVERSITY OF MISSOURI
UNIVERSITY OF NEBRASKA
UNIVERSITY OF NORTH CAROLINA GENERAL ADMIN
UNIVERSITY OF TENNESSEE SYSTEM
UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATION
UNIVERSITY SYSTEM OF GEORGIA
UNIVERSITY SYSTEM OF NEW HAMPSHIRE
UNIVERSITY SYSTEM OF WEST VIRGINIA
UTAH STATE BOARD OF REGENTS

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CHIEF EXECUTIVE OFFICER: CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	251,000
2	243,500
3	236,625
4	222,000
5	219,350
6	208,000
7	205,000
8	202,400
9	190,008
10	190,000
11	190,000
12	189,500
13	185,000
14	175,634
15	175,375
16	173,124
17	172,400
18	171,600
19	166,653
20	161,915
21	160,000
22	158,660
23	158,644
24	158,173
25	155,130
26	149,179
27	148,000
28	146,250
29	136,950
30	134,621
31	133,668
32	133,000
33	127,500
34	122,400
35	110,580
36	108,780
37	100,766
AVERAGE	169,497
LEVEL 1 AVG	169,497

FINANCIAL ADMINISTRATORS: CHIEF FINANCIAL OFFICER

RANK	SALARY
1	216,300
2	194,100
3	(175,000)
4	173,000
5	155,990
6	150,000
7	144,128
8	141,000
9	140,000
10	137,500
11	132,175
12	130,000
13	128,700
14	127,333
15	127,200
16	(125,041)
17	124,925
18	121,500
19	119,000
20	118,250
21	117,350
22	114,000
23	111,246
24	111,000
25	110,280
26	110,000
27	(109,187)
28	107,750
29	105,692
30	103,908
31	100,083
32	92,888
33	91,612
34	90,000
35	84,692
36	79,500
37	77,000
38	59,321
AVERAGE	122,543
LEVEL 2 AVG	123,774

FINANCIAL ADMINISTRATORS: ASSOC. VICE PRESIDENT FOR FINANCE

RANK	SALARY
1	157,500
2	130,000
3	123,760
4	119,000
5	104,784
6	100,000
7	94,494
8	92,600
9	87,600
10	86,000
11	80,824
12	80,000
13	79,837
AVERAGE	102,800
LEVEL 3 AVG	102,800

FINANCIAL ADMINISTRATORS: ASSISTANT VICE PRES. FOR FINANCE

RANK	SALARY
1	117,678
2	109,950
3	107,520
4	96,000
5	93,500
6	88,081
7	84,150
8	82,569
9	77,770
10	59,611
AVERAGE	91,683
LEVEL 3 AVG	91,683

FINANCIAL ADMINISTRATORS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	95,572
2	95,011
3	92,000
4	90,607

FINANCIAL ADMINISTRATORS: DIRECTOR OF PERSONNEL

RANK (CONTINUED)	SALARY
5	90,000
6	89,817
7	88,250
8	83,422
9	83,350
10	83,336
11	80,000
12	68,200
13	61,284
14	59,500
15	54,250
16	51,640
17	50,000
18	47,639
19	41,490
20	34,694
AVERAGE	72,003
LEVEL 3 AVG	88,479
LEVEL 4 AVG	67,684

FINANCIAL ADMINISTRATORS: DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	102,000
2	79,157
3	36,312
AVERAGE	72,490

FINANCIAL ADMINISTRATORS: DIRECTOR OF ACCOUNTING /CONTROLLER

RANK	SALARY
1	122,910
2	102,859
3	101,354
4	98,500
5	97,222
6	90,180
7	87,850
8	87,500
9	84,672
10	82,160
11	78,432
12	72,800
13	68,000
14	61,453
15	58,500
16	54,966
17	54,000
AVERAGE	82,550
LEVEL 3 AVG	95,421
LEVEL 4 AVG	70,082

FINANCIAL ADMINISTRATORS: BUDGET DIRECTOR

RANK	SALARY
1	145,000
2	108,800
3	102,859
4	98,813
5	98,500
6	94,706
7	90,137
8	89,385
9	84,000
10	83,208
11	81,600
12	81,502
13	77,300
14	74,000
15	70,000
16	70,000
17	65,000
18	58,950
19	50,000
20	49,550
21	45,900
AVERAGE	81,867
LEVEL 3 AVG	89,307
LEVEL 4 AVG	79,049

FINANCIAL ADMINISTRATORS: TREASURER

RANK	SALARY
1	246,700
2	110,000
3	108,800
4	101,650
5	92,100
6	84,637
7	80,535
8	77,000
9	75,900
10	73,860
AVERAGE	105,118
LEVEL 3 AVG	94,287
LEVEL 4 AVG	77,132

FINANCIAL ADMINISTRATORS: AUDITOR

RANK	SALARY
1	167,500
2	101,186
3	98,000
4	97,409
5	94,308
6	93,500
7	88,500
8	82,203
9	79,000
10	76,154
11	76,000
12	75,764
13	75,000
14	72,240
15	71,500
16	69,780
17	69,598
18	66,000
19	64,416
20	64,000
21	62,574
22	59,986
23	54,101
24	50,890

LEVEL = LEVEL OF RESPONSIBILITY

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

FINANCIAL ADMINISTRATORS: AUDITOR

(CONTINUED)

AVERAGE	79,567
LEVEL 2 AVG	85,921
LEVEL 3 AVG	92,828
LEVEL 4 AVG	70,646

ACADEMIC ADMINISTRATORS: CHIEF ACADEMIC OFFICER

RANK	SALARY
1	216,300
2	182,175
3	175,000
4	164,048
5	163,000
6	156,570
7	147,500
8	(142,000)
9	136,290
10	134,750
11	132,639
12	132,175
13	132,000
14	131,502
15	124,172
16	120,000
17	120,000
18	118,250
19	117,357
20	114,509
21	112,536
22	110,748
23	109,187
24	103,908
25	103,020
26	98,593
27	96,500
28	95,000
29	93,989
30	88,655
31	73,750
32	68,878

RANK	SALARY (CONTINUED)
AVERAGE	125,469
LEVEL 2 AVG	126,193

ACADEMIC ADMINISTRATORS: ASSOC. VICE PRESIDENT FOR ACADEMICS

RANK	SALARY
1	160,400
2	158,000
3	129,000
4	98,450
5	94,300
6	93,000
7	92,745
8	89,091
9	88,005
10	82,000
11	80,976
12	79,975
13	78,030
14	76,428
15	65,000

AVERAGE	97,693
LEVEL 3 AVG	97,800

ACADEMIC ADMINISTRATORS: ASST. VICE PRESIDENT FOR ACADEMICS

RANK	SALARY
1	125,000
2	113,600
3	88,100
4	85,780
5	77,022
6	(74,360)
7	(73,995)
8	(73,700)
9	72,960
10	68,000
11	65,225
12	60,576
13	46,973

RANK	SALARY (CONTINUED)
AVERAGE	78,869
LEVEL 3 AVG	77,932

FACILITIES ADMINISTRATORS: VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	130,200
2	121,200
3	118,282
4	111,000
5	109,187
6	107,250
7	102,000
8	100,048
9	94,000
10	89,750
11	88,280
12	80,260

AVERAGE	104,288
LEVEL 2 AVG	103,134
LEVEL 3 AVG	107,749

FACILITIES ADMINISTRATORS: ASSOC. VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	101,064
2	98,243
3	90,740
4	79,000
5	72,615

AVERAGE	88,332
LEVEL 3 AVG	89,328

FACILITIES ADMINISTRATORS: ASST. VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	122,100
2	95,174
3	77,540

LEVEL = LEVEL OF RESPONSIBILITY

FACILITIES ADMINISTRATORS: ASST. VICE PRESIDENT FOR FACILITIES

RANK	SALARY
(CONTINUED)	
4	75,119
5	70,000
6	66,805

AVERAGE	84,456

FACILITIES ADMINISTRATORS: DIRECTOR OF FACILITIES

RANK	SALARY
1	95,000
2	94,760
3	90,137
4	85,800
5	77,784
6	77,101
7	76,040
8	73,150
9	72,921
10	66,772
11	60,823
12	51,624

AVERAGE	76,826
LEVEL 3 AVG	86,022
LEVEL 4 AVG	72,325

AGRICULTURAL ADMINISTRATORS: DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	122,000
2	115,612
3	104,577

AVERAGE	114,063

INFORMATION MANAGEMENT ADMINISTRATORS: VP INFORMATION MANAGEMENT

RANK	SALARY
1	120,036
2	116,600
3	110,000
4	109,860
5	(109,187)
6	108,201
7	98,500
8	98,000
9	97,350
10	93,000
11	89,004
12	81,243
13	80,000
14	(69,204)
15	68,878

AVERAGE	96,604
LEVEL 2 AVG	92,902
LEVEL 3 AVG	100,836

INFORMATION MANAGEMENT ADMINISTRATORS: ASSOC. VP FOR INFORMATION MANAGEMENT

RANK	SALARY
1	155,000
2	119,400
3	107,000
4	98,100
5	97,180
6	96,572
7	90,500
8	78,035
9	76,255
10	56,000

AVERAGE	97,404
LEVEL 3 AVG	102,493

INFORMATION MANAGEMENT ADMINISTRATORS: ASST. VP FOR INFORMATION MANGEMENT

RANK	SALARY
1	98,864
2	94,093
3	81,491
4	64,044
5	60,420

AVERAGE	79,782
LEVEL 4 AVG	80,258

INFORMATION MANAGEMENT ADMINISTRATORS: DIRECTOR COMPUTING SERVICES/NET

RANK	SALARY
1	110,000
2	105,000
3	91,686
4	91,331
5	90,840
6	83,096
7	79,920
8	76,000
9	74,340
10	71,089
11	69,996
12	69,300

AVERAGE	84,383
LEVEL 3 AVG	85,838
LEVEL 4 AVG	82,929

DEVELOPMENT ADMINISTRATOR VICE PRESIDENT FOR PUBL RELATIONS

RANK	SALARY
1	186,300
2	116,890
3	109,187
4	(105,950)
5	98,000
6	96,914
7	96,900
8	90,231
9	86,619
10	(52,395)
11	52,275

DEVELOPMENT ADMINISTRATORS: VICE PRESIDENT FOR PUBLIC RELATIONS

(CONTINUED)

AVERAGE 99,224
LEVEL 2 AVG 106,983

DEVELOPMENT ADMINISTRATORS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS

RANK	SALARY
1	159,885
2	140,000
3	117,359
4	117,002
5	115,025
6	(105,950)
7	102,850
8	99,269
9	96,980
10	96,750
11	96,000
12	95,484
13	87,360
14	82,769
15	80,012
16	78,510

AVERAGE 104,450
LEVEL 2 AVG 107,968
LEVEL 3 AVG 90,304

DEVELOPMENT ADMINISTRATORS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	156,560
2	150,520
3	130,296
4	125,211
5	124,500
6	(120,000)
7	106,937
8	61,100

RANK SALARY (CONTINUED)

AVERAGE 121,891
LEVEL 2 AVG 130,575

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	105,000
2	95,000
3	94,000
4	88,012
5	82,150
6	79,933
7	79,228
8	77,128
9	75,540
10	74,175
11	70,875
12	68,500
13	67,704
14	66,761
15	65,412
16	64,640
17	63,890
18	60,000
19	54,600
20	51,288
21	50,000
22	48,340

AVERAGE 71,917
LEVEL 2 AVG 90,292
LEVEL 3 AVG 73,704
LEVEL 4 AVG 67,644

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	121,500
2	109,200
3	99,400
4	97,000
5	97,000
6	95,872
7	95,000
8	82,740
9	79,845
10	72,600
11	66,300
12	55,147

AVERAGE 89,300
LEVEL 2 AVG 95,261
LEVEL 4 AVG 86,320

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	111,800
2	91,680
3	91,597
4	88,633
5	83,770
6	78,578
7	69,600

AVERAGE 87,951
LEVEL 4 AVG 86,476

OTHER ADMINISTRATORS: SECRETARY TO THE BOARD

RANK	SALARY
1	144,896
2	(120,000)
3	114,450
4	(113,767)
5	(112,560)
6	111,250
7	106,300
8	96,000
9	92,770
10	91,606
11	85,800
12	84,811
13	78,500
14	77,000
15	71,359
16	67,600
17	63,216

LEVEL = LEVEL OF RESPONSIBILITY

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

OTHER ADMINISTRATORS:
SECRETARY TO THE BOARD

RANK	SALARY (CONTINUED)
18	57,000
19	54,101
20	52,000
21	51,603
22	48,815
23	47,700
24	42,000
25	40,941
26	36,500
27	35,000
28	31,000
29	29,049

AVERAGE	74,400
LEVEL 2 AVG	88,637
LEVEL 3 AVG	54,105
LEVEL 4 AVG	66,351
LEVEL 5 AVG	40,913

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	203,100
2	185,400
3	134,000
4	133,000
5	132,000
6	123,500
7	121,475
8	120,821
9	120,750
10	120,000
11	120,000
12	(113,767)
13	113,630
14	109,187
15	107,300
16	107,100
17	105,050
18	101,500
19	99,500
20	96,000
21	95,292
22	93,700
23	91,918
24	84,000
25	80,012
26	77,696
27	76,476
28	72,305
29	71,250
30	70,720
31	70,534
32	68,826
33	57,000

AVERAGE	105,358
LEVEL 2 AVG	112,227
LEVEL 3 AVG	82,820
LEVEL 4 AVG	109,733

OTHER ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	119,844
2	119,000
3	104,808
4	86,000
5	85,650
6	84,000
7	74,325
8	(73,985)
9	(73,700)
10	70,160
11	(69,204)
12	67,500
13	64,600
14	62,300
15	60,804
16	58,188
17	(52,395)
18	50,587
19	47,840
20	38,250

RANK SALARY (CONTINUED)

AVERAGE	73,157
LEVEL 2 AVG	80,200
LEVEL 3 AVG	88,508
LEVEL 4 AVG	68,575

OTHER ADMINISTRATORS:
EXECUTIVE ASSISTANT TO T
CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	132,175
2	124,500
3	(112,560)
4	101,145
5	99,500
6	93,749
7	91,200
8	90,000
9	88,600
10	87,165
11	83,502
12	75,000
13	(74,360)
14	72,275
15	71,700
16	48,241
17	44,000
18	37,080

AVERAGE	84,820
LEVEL 2 AVG	93,198
LEVEL 3 AVG	88,647
LEVEL 4 AVG	69,035

OTHER ADMINISTRATORS:
EXECUTIVE VICE PRESIDEN

RANK	SALARY
1	(175,000)
2	155,124
3	143,666
4	(142,000)
5	132,175
6	(125,041)
7	124,800
8	120,000

LEVEL = LEVEL OF RESPONSIBILITY

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

OTHER ADMINISTRATORS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
(CONTINUED)	
9	96,257
10	(88,960)
11	88,620
AVERAGE	126,513
LEVEL 2 AVG	128,780

OTHER ADMINISTRATORS:
ASSOC. VICE PRESIDENT FOR HUMAN RESOURCES

RANK	SALARY
1	117,000
2	107,500
3	93,200
4	92,264
5	87,500
6	81,419
7	77,945
8	72,276
9	72,084
10	51,432
AVERAGE	85,262
LEVEL 3 AVG	84,107

OTHER ADMINISTRATORS:
VICE PRESIDENT FOR HEALTH AFFAIRS

RANK	SALARY
1	216,300
2	184,300
3	158,250
4	101,026
5	96,000
AVERAGE	151,175
LEVEL 2 AVG	164,969

OTHER ADMINISTRATORS:
VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	125,000
2	116,940
3	109,187
4	(88,960)
AVERAGE	110,022

LEVEL = LEVEL OF RESPONSIBILITY

-TABLE I INDEX-

CHIEF EXECUTIVE OFFICER:

MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER 4
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER 4

FINANCIAL ADMINISTRATOR:

CHIEF FINANCIAL OFFICER 4
ASSOC. VP FOR MANAGEMENT & BUDGET 5
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR. 5
ASSOC. VP FOR HUMAN RESOURCES 6
ASSOC. VP FOR FACILITIES PLANNING 6
INTERNAL AUDITOR 6
DIRECTOR OF ACCOUNTING CONTROLLER 7
BUDGET DIRECTOR 8
DIRECTOR OF RESEARCH ACCOUNTING 8
TREASURER OR BURSAR 9
DIRECTOR OF PURCHASING 9
DIRECTOR OF BENEFITS 10
DIRECTOR OF PERSONNEL 10
DIRECTOR OF PAYROLL 11
DIRECTOR OF FACILITIES PLANNING 12
DIRECTOR OF PHYSICAL PLANT 12
DIRECTOR OF PUBLIC SAFETY 13
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY 13

ACADEMIC ADMINISTRATORS:

CHIEF ACADEMIC OFFICER 14
INTERNATIONAL EDUCATION ADMINISTRATOR 15
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT 15
DIRECTOR OF LIBRARIES 15
MUSEUM DIRECTOR 16
DIRECTOR OF INSTITUTIONAL RESEARCH 17
REGISTRAR 17

ACADEMIC DEANS:

AGRICULTURE 18
ARCHITECTURE/ENVIRONMENTAL DESIGN 18
ARTS AND LETTERS 19
ARTS AND SCIENCES 19
BUSINESS/INDUSTRIAL MANAGEMENT 19
CONTINUING EDUCATION 20
EARTH SCIENCES/ NATURAL RESOURCES 21
EDUCATION 21
ENGINEERING 21
FINE ARTS 22
FORESTRY 22
GRADUATE 23
HEALTH/PHYSICAL EDUCATION/RECREATION 23
HOME ECONOMICS 23
HUMANITIES 24
JOURNALISM/COMMUNICATIONS 24
LAW 24
LIBERAL ARTS 25
LIBRARY SCIENCE 25
MATHEMATICS 25
MUSIC 25

-TABLE I INDEX- (continued)

PUBLIC AFFAIRS 25
SCIENCE 25
SOCIAL AND BEHAVIORAL SCIENCES 26
SOCIAL WORK 26
UNDERGRADUATE STUDIES 26
UNIVERSITY COLLEGE/ GENERAL COLLEGE 26
MEDICAL DEANS:
DENTISTRY 27
HEALTH-RELATED PROFESSIONAL 27
MEDICINE 27
NURSING 28
PHARMACY 28
PUBLIC HEALTH 28
VETERINARY MEDICINE 28
STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER 29
DIRECTOR OF HOUSING 29
DIRECTOR OF DINING SERVICES 30
DEAN OF STUDENT AFFAIRS 30
DIRECTOR OF STUDENT HEALTH CENTER 31
DIRECTOR OF CAREER SERVICES 32
DIRECTOR OF STUDENT UNION 32
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS 33
DIRECTOR OF COUNSELING 33
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS 34
DIRECTOR OF INTERNATIONAL STUDENT SERVICES 35
DIRECTOR OF STUDENT ACTIVITIES 35
DIRECTOR OF ADMISSIONS 36
DIRECTOR OF FINANCIAL AID 36
DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER 37
CHIEF DEVELOPMENT OFFICER 38
CHIEF PUBLIC RELATIONS OFFICER 38
DIRECTOR OF SPECIAL EVENTS 38
DIRECTOR OF PUBLIC RELATIONS 39
DIRECTOR OF DEVELOPMENT 39
DIRECTOR OF ALUMNI SERVICES 40
INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT 40
DIRECTOR OF COMPUTING SERVICES 41
DIRECTOR OF ACADEMIC COMPUTING SERVICES 41
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES 42
RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER 42
DIRECTOR OF RESEARCH SERVICE 43
AGRICULTURAL ADMINISTRATORS:
VICE PRESIDENT FOR AGRICULTURE 43
DIRECTOR OF COOPERATIVE EXTENSION 43
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION 44
OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 44
DIRECTOR OF AFFIRMATIVE ACTIONS 45

-TABLE I INDEX- (continued)

LEGAL COUNSEL 45
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS 46

-TABLE II INDEX-
ATLANTA REGION

CHIEF EXECUTIVE OFFICER:

- MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER 48
- SING. UNIT INSTITUTION CHIEF EXEC. OFFICER 48

FINANCIAL ADMINISTRATOR:

- CHIEF FINANCIAL OFFICER 48
- ASSOC. VP FOR MANAGEMENT & BUDGET 48
- ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR. 48
- ASSOC. VP FOR HUMAN RESOURCES 48
- ASSOC. VP FOR FACILITIES PLANNING 48
- INTERNAL AUDITOR 49
- DIRECTOR OF ACCOUNTING CONTROLLER 49
- BUDGET DIRECTOR 49
- DIRECTOR OF RESEARCH ACCOUNTING 49
- TREASURER OR BURSAR 49
- DIRECTOR OF PURCHASING 49
- DIRECTOR OF BENEFITS 50
- DIRECTOR OF PERSONNEL 50
- DIRECTOR OF PAYROLL 50
- DIRECTOR OF FACILITIES PLANNING 50
- DIRECTOR OF PHYSICAL PLANT 50
- DIRECTOR OF PUBLIC SAFETY 50
- DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY 51

ACADEMIC ADMINISTRATORS:

- CHIEF ACADEMIC OFFICER 51
- INTERNATIONAL EDUCATION ADMINISTRATOR 51
- DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT 51
- DIRECTOR OF LIBRARIES 51
- MUSEUM DIRECTOR 52
- DIRECTOR OF INSTITUTIONAL RESEARCH 52
- REGISTRAR 52

ACADEMIC DEANS:

- AGRICULTURE 52
- ARCHITECTURE/ENVIRONMENTAL DESIGN 52
- ARTS AND LETTERS 52
- ARTS AND SCIENCES 52
- BUSINESS/INDUSTRIAL MANAGEMENT 53
- CONTINUING EDUCATION 53
- EDUCATION 53
- ENGINEERING 53
- FINE ARTS 53
- FORESTRY 53
- GRADUATE 54
- HEALTH/PHYSICAL EDUCATION/RECREATION 54
- HOME ECONOMICS 54
- JOURNALISM/COMMUNICATIONS 54
- LAW 54
- LIBERAL ARTS 54
- LIBRARY SCIENCE 54
- MUSIC 54
- PUBLIC AFFAIRS 54

-TABLE II INDEX- (continued)

ATLANTA REGION

SCIENCE 55
SOCIAL AND BEHAVIORAL SCIENCES 55
SOCIAL WORK 55
UNDERGRADUATE STUDIES 55

MEDICAL DEANS:

DENTISTRY 55
HEALTH-RELATED PROFESSIONAL 55
MEDICINE 55
NURSING 55
PHARMACY 55
PUBLIC HEALTH 56
VETERINARY MEDICINE 56

STUDENT SERVICES ADMIN.:

CHIEF STUDENT SERVICES OFFICER 56
DIRECTOR OF HOUSING 56
DIRECTOR OF DINING SERVICES 56
DEAN OF STUDENT AFFAIRS 56
DIRECTOR OF STUDENT HEALTH CENTER 57
DIRECTOR OF CAREER SERVICES 57
DIRECTOR OF STUDENT UNION 57
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS 57
DIRECTOR OF COUNSELING 57
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS 57
DIRECTOR OF INTERNATIONAL STUDENT SERVICES 58
DIRECTOR OF STUDENT ACTIVITIES 58
DIRECTOR OF ADMISSIONS 58
DIRECTOR OF FINANCIAL AID 58

DEVELOPMENT ADMINISTRATORS:

CHIEF ADVANCEMENT OFFICER 58
CHIEF DEVELOPMENT OFFICER 58
CHIEF PUBLIC RELATIONS OFFICER 59
DIRECTOR OF SPECIAL EVENTS 59
DIRECTOR OF PUBLIC RELATIONS 59
DIRECTOR OF DEVELOPMENT 59
DIRECTOR OF ALUMNI SERVICES 59

INFO MANAGEMENT ADMINISTRATOR:

CHIEF OF INFORMATION MANAGEMENT 59
DIRECTOR OF COMPUTING SERVICES 60
DIRECTOR OF ACADEMIC COMPUTING SERVICES 60
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES 60

RESEARCH ADMINISTRATORS:

CHIEF RESEARCH OFFICER 60
DIRECTOR OF RESEARCH SERVICE 60

AGRICULTURAL ADMINISTRATORS:

VICE PRESIDENT FOR AGRICULTURE 60
DIRECTOR OF COOPERATIVE EXTENSION 60
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION 61

OTHER ADMINISTRATORS:

ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 61
DIRECTOR OF AFFIRMATIVE ACTIONS 61
LEGAL COUNSEL 61
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS 61

-TABLE II INDEX-
CHICAGO REGION

CHIEF EXECUTIVE OFFICER:

MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER 63
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER 63

FINANCIAL ADMINISTRATOR:

CHIEF FINANCIAL OFFICER 63
ASSOC. VP FOR MANAGEMENT & BUDGET 63
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR. 63
ASSOC. VP FOR HUMAN RESOURCES 63
ASSOC. VP FOR FACILITIES PLANNING 63
INTERNAL AUDITOR 63
DIRECTOR OF ACCOUNTING CONTROLLER 64
BUDGET DIRECTOR 64
TREASURER OR BURSAR 64
DIRECTOR OF PURCHASING 64
DIRECTOR OF BENEFITS 64
DIRECTOR OF PERSONNEL 64
DIRECTOR OF PAYROLL 65
DIRECTOR OF FACILITIES PLANNING 65
DIRECTOR OF PHYSICAL PLANT 65
DIRECTOR OF PUBLIC SAFETY 65
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY 65

ACADEMIC ADMINISTRATORS:

CHIEF ACADEMIC OFFICER 65
INTERNATIONAL EDUCATION ADMINISTRATOR 66
DIRECTOR OF LIBRARIES 66
MUSEUM DIRECTOR 66
DIRECTOR OF INSTITUTIONAL RESEARCH 66
REGISTRAR 66

ACADEMIC DEANS:

AGRICULTURE 66
ARCHITECTURE/ENVIRONMENTAL DESIGN 66
ARTS AND SCIENCES 67
BUSINESS/INDUSTRIAL MANAGEMENT 67
CONTINUING EDUCATION 67
EDUCATION 67
ENGINEERING 67
FINE ARTS 67
GRADUATE 68
HEALTH/PHYSICAL EDUCATION/RECREATION 68
HOME ECONOMICS 68
JOURNALISM/COMMUNICATIONS 68
LAW 68
LIBRARY SCIENCE 68
MUSIC 68
SCIENCE 68
SOCIAL WORK 68
UNIVERSITY COLLEGE/ GENERAL COLLEGE 69

MEDICAL DEANS:

DENTISTRY 69
HEALTH-RELATED PROFESSIONAL 69

-TABLE II INDEX- (Continued)

CHICAGO REGION

MEDICINE 69
NURSING 69
PHARMACY 69
VETERINARY MEDICINE 69

STUDENT SERVICES ADMIN.:

CHIEF STUDENT SERVICES OFFICER 69
DIRECTOR OF HOUSING 70
DIRECTOR OF DINING SERVICES 70
DEAN OF STUDENT AFFAIRS 70
DIRECTOR OF STUDENT HEALTH CENTER 70
DIRECTOR OF CAREER SERVICES 70
DIRECTOR OF STUDENT UNION 70
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS 70
DIRECTOR OF COUNSELING 71
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS 71
DIRECTOR OF INTERNATIONAL STUDENT SERVICES 71
DIRECTOR OF STUDENT ACTIVITIES 71
DIRECTOR OF ADMISSIONS 71
DIRECTOR OF FINANCIAL AID 71

DEVELOPMENT ADMINISTRATORS:

CHIEF ADVANCEMENT OFFICER 72
CHIEF DEVELOPMENT OFFICER 72
CHIEF PUBLIC RELATIONS OFFICER 72
DIRECTOR OF PUBLIC RELATIONS 72
DIRECTOR OF DEVELOPMENT 72
DIRECTOR OF ALUMNI SERVICES 72

INFO MANAGEMENT ADMINISTRATOR:

CHIEF OF INFORMATION MANAGEMENT 72
DIRECTOR OF COMPUTING SERVICES 73
DIRECTOR OF ACADEMIC COMPUTING SERVICES 73
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES 73

RESEARCH ADMINISTRATORS:

CHIEF RESEARCH OFFICER 73
DIRECTOR OF RESEARCH SERVICE 73

AGRICULTURAL ADMINISTRATORS:

VICE PRESIDENT FOR AGRICULTURE 73
DIRECTOR OF COOPERATIVE EXTENSION 73
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION 73

OTHER ADMINISTRATORS:

ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 74
DIRECTOR OF AFFIRMATIVE ACTIONS 74
LEGAL COUNSEL 74
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS 74

-TABLE II INDEX-
DALLAS REGION

CHIEF EXECUTIVE OFFICER:

MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER 76
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER 76

FINANCIAL ADMINISTRATOR:

CHIEF FINANCIAL OFFICER 76
ASSOC. VP FOR MANAGEMENT & BUDGET 76
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR. 76
INTERNAL AUDITOR 76
DIRECTOR OF ACCOUNTING CONTROLLER 76
BUDGET DIRECTOR 76
DIRECTOR OF RESEARCH ACCOUNTING 77
TREASURER OR BURSAR 77
DIRECTOR OF PURCHASING 77
DIRECTOR OF BENEFITS 77
DIRECTOR OF PERSONNEL 77
DIRECTOR OF PAYROLL 77
DIRECTOR OF FACILITIES PLANNING 77
DIRECTOR OF PHYSICAL PLANT 77
DIRECTOR OF PUBLIC SAFETY 78
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY 78

ACADEMIC ADMINISTRATORS:

CHIEF ACADEMIC OFFICER 78
INTERNATIONAL EDUCATION ADMINISTRATOR 78
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT 78
DIRECTOR OF LIBRARIES 78
MUSEUM DIRECTOR 78
DIRECTOR OF INSTITUTIONAL RESEARCH 78
REGISTRAR 79

ACADEMIC DEANS:

AGRICULTURE 79
ARCHITECTURE/ENVIRONMENTAL DESIGN 79
ARTS AND SCIENCES 79
BUSINESS/INDUSTRIAL MANAGEMENT 79
CONTINUING EDUCATION 79
EDUCATION 79
ENGINEERING 79
FINE ARTS 80
GRADUATE 80
LAW 80
LIBRARY SCIENCE 80
SCIENCE 80
SOCIAL WORK 80
UNDERGRADUATE STUDIES 80
UNIVERSITY COLLEGE/ GENERAL COLLEGE 80

MEDICAL DEANS:

HEALTH-RELATED PROFESSIONAL 80
MEDICINE 81
NURSING 81
PHARMACY 81
VETERINARY MEDICINE 81

STUDENT SERVICES ADMIN.:

-TABLE II INDEX- (continued)

DALLAS REGION

CHIEF STUDENT SERVICES OFFICER 81
DIRECTOR OF HOUSING 81
DIRECTOR OF DINING SERVICES 81
DEAN OF STUDENT AFFAIRS 81
DIRECTOR OF STUDENT HEALTH CENTER 81
DIRECTOR OF CAREER SERVICES 82
DIRECTOR OF STUDENT UNION 82
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS 82
DIRECTOR OF COUNSELING 82
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS 82
DIRECTOR OF INTERNATIONAL STUDENT SERVICES 82
DIRECTOR OF STUDENT ACTIVITIES 82
DIRECTOR OF ADMISSIONS 82
DIRECTOR OF FINANCIAL AID 83

DEVELOPMENT ADMINISTRATORS:

CHIEF ADVANCEMENT OFFICER 83
CHIEF DEVELOPMENT OFFICER 83
CHIEF PUBLIC RELATIONS OFFICER 83
DIRECTOR OF PUBLIC RELATIONS 83
DIRECTOR OF DEVELOPMENT 83
DIRECTOR OF ALUMNI SERVICES 83

INFO MANAGEMENT ADMINISTRATOR:

CHIEF OF INFORMATION MANAGEMENT 83
DIRECTOR OF COMPUTING SERVICES 84
DIRECTOR OF ACADEMIC COMPUTING SERVICES 84
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES 84

RESEARCH ADMINISTRATORS:

CHIEF RESEARCH OFFICER 84
DIRECTOR OF RESEARCH SERVICE 84

OTHER ADMINISTRATORS:

ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 84
DIRECTOR OF AFFIRMATIVE ACTIONS 84
LEGAL COUNSEL 85
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS 85

DENVER REGION

CHIEF EXECUTIVE OFFICER:

SING. UNIT INSTITUTION CHIEF EXEC. OFFICER 87

FINANCIAL ADMINISTRATOR:

CHIEF FINANCIAL OFFICER 87
ASSOC. VP FOR MANAGEMENT & BUDGET 87
INTERNAL AUDITOR 87
DIRECTOR OF ACCOUNTING CONTROLLER 87
BUDGET DIRECTOR 87
TREASURER OR BURSAR 87
DIRECTOR OF PURCHASING 87
DIRECTOR OF PERSONNEL 87
DIRECTOR OF PAYROLL 88
DIRECTOR OF FACILITIES PLANNING 88
DIRECTOR OF PHYSICAL PLANT 88

-TABLE II INDEX- (continued)
DENVER REGION

DIRECTOR OF PUBLIC SAFETY 88
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY 88

ACADEMIC ADMINISTRATORS:

CHIEF ACADEMIC OFFICER 88
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT 88
DIRECTOR OF LIBRARIES 88
MUSEUM DIRECTOR 88
DIRECTOR OF INSTITUTIONAL RESEARCH 88
REGISTRAR 89

ACADEMIC DEANS:

AGRICULTURE 89
ARTS AND SCIENCES 89
BUSINESS/INDUSTRIAL MANAGEMENT 89
CONTINUING EDUCATION 89
EDUCATION 89
ENGINEERING 89
FINE ARTS 89
GRADUATE 89
HUMANITIES 90
LAW 90
SCIENCE 90

MEDICAL DEANS:

HEALTH-RELATED PROFESSIONAL 90

STUDENT SERVICES ADMIN.:

CHIEF STUDENT SERVICES OFFICER 90
DIRECTOR OF HOUSING 90
DIRECTOR OF DINING SERVICES 90
DIRECTOR OF STUDENT HEALTH CENTER 90
DIRECTOR OF CAREER SERVICES 90
DIRECTOR OF STUDENT UNION 90
DIRECTOR OF COUNSELING 91
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS 91
DIRECTOR OF INTERNATIONAL STUDENT SERVICES 91
DIRECTOR OF STUDENT ACTIVITIES 91
DIRECTOR OF ADMISSIONS 91
DIRECTOR OF FINANCIAL AID 91

DEVELOPMENT ADMINISTRATORS:

CHIEF PUBLIC RELATIONS OFFICER 91
DIRECTOR OF PUBLIC RELATIONS 91
DIRECTOR OF DEVELOPMENT 91
DIRECTOR OF ALUMNI SERVICES 92

INFO MANAGEMENT ADMINISTRATOR:

CHIEF OF INFORMATION MANAGEMENT 92
DIRECTOR OF ACADEMIC COMPUTING SERVICES 92
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES 92

RESEARCH ADMINISTRATORS:

CHIEF RESEARCH OFFICER 92
DIRECTOR OF RESEARCH SERVICE 92

AGRICULTURAL ADMINISTRATORS:

DIRECTOR OF COOPERATIVE EXTENSION 92
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION 92

-TABLE II INDEX- (continued)

DENVER REGION

- OTHER ADMINISTRATORS:
  - ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 92
  - DIRECTOR OF AFFIRMATIVE ACTIONS 93
  - LEGAL COUNSEL 93

KANSAS CITY REGION

- CHIEF EXECUTIVE OFFICER:
  - SING. UNIT INSTITUTION CHIEF EXEC. OFFICER 95
- FINANCIAL ADMINISTRATOR:
  - CHIEF FINANCIAL OFFICER 95
  - ASSOC. VP FOR MANAGEMENT & BUDGET 95
  - INTERNAL AUDITOR 95
  - DIRECTOR OF ACCOUNTING CONTROLLER 95
  - BUDGET DIRECTOR 95
  - DIRECTOR OF RESEARCH ACCOUNTING 95
  - DIRECTOR OF PURCHASING 95
  - DIRECTOR OF BENEFITS 95
  - DIRECTOR OF PERSONNEL 95
  - DIRECTOR OF PAYROLL 95
  - DIRECTOR OF FACILITIES PLANNING 96
  - DIRECTOR OF PHYSICAL PLANT 96
  - DIRECTOR OF PUBLIC SAFETY 96
  - DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY 96
- ACADEMIC ADMINISTRATORS:
  - CHIEF ACADEMIC OFFICER 96
  - INTERNATIONAL EDUCATION ADMINISTRATOR 96
  - DIRECTOR OF LIBRARIES 96
  - MUSEUM DIRECTOR 96
  - DIRECTOR OF INSTITUTIONAL RESEARCH 96
  - REGISTRAR 96
- ACADEMIC DEANS:
  - AGRICULTURE 97
  - ARCHITECTURE/ENVIRONMENTAL DESIGN 97
  - ARTS AND SCIENCES 97
  - BUSINESS/INDUSTRIAL MANAGEMENT 97
  - EDUCATION 97
  - ENGINEERING 97
  - GRADUATE 97
  - HOME ECONOMICS 97
  - JOURNALISM/COMMUNICATIONS 97
  - LAW 98
- MEDICAL DEANS:
  - VETERINARY MEDICINE 98
- STUDENT SERVICES ADMIN.:
  - CHIEF STUDENT SERVICES OFFICER 98
  - DIRECTOR OF HOUSING 98
  - DIRECTOR OF DINING SERVICES 98
  - DEAN OF STUDENT AFFAIRS 98
  - DIRECTOR OF STUDENT HEALTH CENTER 98
  - DIRECTOR OF CAREER SERVICES 98
  - DIRECTOR OF STUDENT UNION 98

-TABLE II INDEX- (continued)
KANSAS CITY REGION

DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS 98
DIRECTOR OF COUNSELING 98
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS 99
DIRECTOR OF INTERNATIONAL STUDENT SERVICES 99
DIRECTOR OF STUDENT ACTIVITIES 99
DIRECTOR OF ADMISSIONS 99
DIRECTOR OF FINANCIAL AID 99

DEVELOPMENT ADMINISTRATORS:

DIRECTOR OF PUBLIC RELATIONS 99
DIRECTOR OF ALUMNI SERVICES 99

INFO MANAGEMENT ADMINISTRATOR:

CHIEF OF INFORMATION MANAGEMENT 99
DIRECTOR OF ACADEMIC COMPUTING SERVICES 99
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES 99

RESEARCH ADMINISTRATORS:

CHIEF RESEARCH OFFICER 100
DIRECTOR OF RESEARCH SERVICE 100

AGRICULTURAL ADMINISTRATORS:

DIRECTOR OF AGRICULTURAL EXPERIMENT STATION 100

OTHER ADMINISTRATORS:

ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 100
DIRECTOR OF AFFIRMATIVE ACTIONS 100
LEGAL COUNSEL 100
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS 100

NEW YORK AND BOSTON REGION

CHIEF EXECUTIVE OFFICER:

SING. UNIT INSTITUTION CHIEF EXEC. OFFICER 102

FINANCIAL ADMINISTRATOR:

CHIEF FINANCIAL OFFICER 102
ASSOC. VP FOR MANAGEMENT & BUDGET 102
ASSOC. VP FOR FACILITIES PLANNING 102
INTERNAL AUDITOR 102
DIRECTOR OF ACCOUNTING CONTROLLER 102
BUDGET DIRECTOR 102
DIRECTOR OF RESEARCH ACCOUNTING 102
TREASURER OR BURSAR 102
DIRECTOR OF PURCHASING 103
DIRECTOR OF PERSONNEL 103
DIRECTOR OF PAYROLL 103
DIRECTOR OF FACILITIES PLANNING 103
DIRECTOR OF PHYSICAL PLANT 103
DIRECTOR OF PUBLIC SAFETY 103
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY 103

ACADEMIC ADMINISTRATORS:

CHIEF ACADEMIC OFFICER 104
INTERNATIONAL EDUCATION ADMINISTRATOR 104
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT 104
DIRECTOR OF LIBRARIES 104
MUSEUM DIRECTOR 104

-TABLE II INDEX- (continued)
NEW YORK & BOSTON REGION

DIRECTOR OF INSTITUTIONAL RESEARCH 104
REGISTRAR 104

ACADEMIC DEANS:

ARTS AND SCIENCES 104
BUSINESS/INDUSTRIAL MANAGEMENT 104
CONTINUING EDUCATION 105
EARTH SCIENCES/ NATURAL RESOURCES 105
EDUCATION 105
ENGINEERING 105
GRADUATE 105
SOCIAL AND BEHAVIORAL SCIENCES 105
SOCIAL WORK 105
UNDERGRADUATE STUDIES 105

MEDICAL DEANS:

DENTISTRY 105
HEALTH-RELATED PROFESSIONAL 105
MEDICINE 106
NURSING 106
PHARMACY 106

STUDENT SERVICES ADMIN.:

CHIEF STUDENT SERVICES OFFICER 106
DIRECTOR OF HOUSING 106
DIRECTOR OF DINING SERVICES 106
DEAN OF STUDENT AFFAIRS 106
DIRECTOR OF STUDENT HEALTH CENTER 106
DIRECTOR OF CAREER SERVICES 107
DIRECTOR OF STUDENT UNION 107
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS 107
DIRECTOR OF COUNSELING 107
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS 107
DIRECTOR OF INTERNATIONAL STUDENT SERVICES 107
DIRECTOR OF STUDENT ACTIVITIES 107
DIRECTOR OF ADMISSIONS 107
DIRECTOR OF FINANCIAL AID 107

DEVELOPMENT ADMINISTRATORS:

CHIEF ADVANCEMENT OFFICER 108
CHIEF DEVELOPMENT OFFICER 108
CHIEF PUBLIC RELATIONS OFFICER 108
DIRECTOR OF SPECIAL EVENTS 108
DIRECTOR OF PUBLIC RELATIONS 108
DIRECTOR OF DEVELOPMENT 108
DIRECTOR OF ALUMNI SERVICES 108

INFO MANAGEMENT ADMINISTRATOR:

CHIEF OF INFORMATION MANAGEMENT 108
DIRECTOR OF COMPUTING SERVICES 108
DIRECTOR OF ACADEMIC COMPUTING SERVICES 109
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES 109

RESEARCH ADMINISTRATORS:

CHIEF RESEARCH OFFICER 109
DIRECTOR OF RESEARCH SERVICE 109

AGRICULTURAL ADMINISTRATORS:

-TABLE II INDEX- (continued)

NEW YORK & BOSTON REGION

DIRECTOR OF COOPERATIVE EXTENSION 109

OTHER ADMINISTRATORS:

ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 109
DIRECTOR OF AFFIRMATIVE ACTIONS 109
LEGAL COUNSEL 109
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS 109

PHILADELPHIA REGION

CHIEF EXECUTIVE OFFICER:

SING. UNIT INSTITUTION CHIEF EXEC. OFFICER 111

FINANCIAL ADMINISTRATOR:

CHIEF FINANCIAL OFFICER 111
ASSOC. VP FOR MANAGEMENT & BUDGET 111
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR. 111
ASSOC. VP FOR HUMAN RESOURCES 111
ASSOC. VP FOR FACILITIES PLANNING 111
INTERNAL AUDITOR 111
DIRECTOR OF ACCOUNTING CONTROLLER 111
BUDGET DIRECTOR 111
DIRECTOR OF RESEARCH ACCOUNTING 112
TREASURER OR BURSAR 112
DIRECTOR OF PURCHASING 112
DIRECTOR OF BENEFITS 112
DIRECTOR OF PERSONNEL 112
DIRECTOR OF PAYROLL 112
DIRECTOR OF FACILITIES PLANNING 112
DIRECTOR OF PHYSICAL PLANT 112
DIRECTOR OF PUBLIC SAFETY 112
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY 113

ACADEMIC ADMINISTRATORS:

CHIEF ACADEMIC OFFICER 113
INTERNATIONAL EDUCATION ADMINISTRATOR 113
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT 113
DIRECTOR OF LIBRARIES 113
DIRECTOR OF INSTITUTIONAL RESEARCH 113
REGISTRAR 113

ACADEMIC DEANS:

AGRICULTURE 113
ARTS AND SCIENCES 114
BUSINESS/INDUSTRIAL MANAGEMENT 114
CONTINUING EDUCATION 114
EDUCATION 114
ENGINEERING 114
FINE ARTS 114
GRADUATE 114
HEALTH/PHYSICAL EDUCATION/RECREATION 114
LAW 114
SOCIAL WORK 115

MEDICAL DEANS:

DENTISTRY 115

-TABLE II INDEX- (continued)

PHILADELPHIA REGION

- HEALTH-RELATED PROFESSIONAL 115
- MEDICINE 115
- NURSING 115
- PHARMACY 115

STUDENT SERVICES ADMIN.:

- CHIEF STUDENT SERVICES OFFICER 115
- DIRECTOR OF HOUSING 115
- DEAN OF STUDENT AFFAIRS 115
- DIRECTOR OF STUDENT HEALTH CENTER 116
- DIRECTOR OF CAREER SERVICES 116
- DIRECTOR OF STUDENT UNION 116
- DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS 116
- DIRECTOR OF COUNSELING 116
- DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS 116
- DIRECTOR OF INTERNATIONAL STUDENT SERVICES 116
- DIRECTOR OF STUDENT ACTIVITIES 116
- DIRECTOR OF ADMISSIONS 116
- DIRECTOR OF FINANCIAL AID 117

DEVELOPMENT ADMINISTRATORS:

- CHIEF ADVANCEMENT OFFICER 117
- CHIEF DEVELOPMENT OFFICER 117
- CHIEF PUBLIC RELATIONS OFFICER 117
- DIRECTOR OF PUBLIC RELATIONS 117
- DIRECTOR OF DEVELOPMENT 117
- DIRECTOR OF ALUMNI SERVICES 117

INFO MANAGEMENT ADMINISTRATOR:

- CHIEF OF INFORMATION MANAGEMENT 117
- DIRECTOR OF COMPUTING SERVICES 117
- DIRECTOR OF ACADEMIC COMPUTING SERVICES 118
- DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES 118

RESEARCH ADMINISTRATORS:

- CHIEF RESEARCH OFFICER 118
- DIRECTOR OF RESEARCH SERVICE 118

AGRICULTURAL ADMINISTRATORS:

- DIRECTOR OF COOPERATIVE EXTENSION 118
- DIRECTOR OF AGRICULTURAL EXPERIMENT STATION 118

OTHER ADMINISTRATORS:

- ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 118
- DIRECTOR OF AFFIRMATIVE ACTIONS 118
- LEGAL COUNSEL 118
- HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS 119

SAN FRANCISCO AND SEATTLE REGION

CHIEF EXECUTIVE OFFICER:

- MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER 121
- SING. UNIT INSTITUTION CHIEF EXEC. OFFICER 121

FINANCIAL ADMINISTRATOR:

- CHIEF FINANCIAL OFFICER 121
- ASSOC. VP FOR MANAGEMENT & BUDGET 121
- ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR. 121

-TABLE II INDEX- (continued)
SAN FRANCISCO AND SEATTLE REGION

ASSOC. VP FOR HUMAN RESOURCES 121
ASSOC. VP FOR FACILITIES PLANNING 121
INTERNAL AUDITOR 121
DIRECTOR OF ACCOUNTING CONTROLLER 121
BUDGET DIRECTOR 121
DIRECTOR OF RESEARCH ACCOUNTING 122
TREASURER OR BURSAR 122
DIRECTOR OF PURCHASING 122
DIRECTOR OF BENEFITS 122
DIRECTOR OF PERSONNEL 122
DIRECTOR OF PAYROLL 122
DIRECTOR OF FACILITIES PLANNING 122
DIRECTOR OF PHYSICAL PLANT 122
DIRECTOR OF PUBLIC SAFETY 122
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY 122

ACADEMIC ADMINISTRATORS:

CHIEF ACADEMIC OFFICER 123
INTERNATIONAL EDUCATION ADMINISTRATOR 123
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT 123
DIRECTOR OF LIBRARIES 123
DIRECTOR OF INSTITUTIONAL RESEARCH 123
REGISTRAR 123

ACADEMIC DEANS:

AGRICULTURE 123
ARCHITECTURE/ENVIRONMENTAL DESIGN 123
ARTS AND SCIENCES 123
BUSINESS/INDUSTRIAL MANAGEMENT 124
CONTINUING EDUCATION 124
EDUCATION 124
ENGINEERING 124
GRADUATE 124
LAW 124
SCIENCE 124

MEDICAL DEANS:

PHARMACY 124

STUDENT SERVICES ADMIN.:

CHIEF STUDENT SERVICES OFFICER 124
DIRECTOR OF HOUSING 125
DIRECTOR OF DINING SERVICES 125
DEAN OF STUDENT AFFAIRS 125
DIRECTOR OF STUDENT HEALTH CENTER 125
DIRECTOR OF CAREER SERVICES 125
DIRECTOR OF STUDENT UNION 125
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS 125
DIRECTOR OF COUNSELING 125
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS 126
DIRECTOR OF INTERNATIONAL STUDENT SERVICES 126
DIRECTOR OF STUDENT ACTIVITIES 126
DIRECTOR OF ADMISSIONS 126
DIRECTOR OF FINANCIAL AID 126

DEVELOPMENT ADMINISTRATORS:

-TABLE II INDEX- (continued)
SAN FRANCISCO AND SEATTLE REGION

CHIEF ADVANCEMENT OFFICER 126
CHIEF DEVELOPMENT OFFICER 126
CHIEF PUBLIC RELATIONS OFFICER 126
DIRECTOR OF SPECIAL EVENTS 126
DIRECTOR OF DEVELOPMENT 127
DIRECTOR OF ALUMNI SERVICES 127

INFO MANAGEMENT ADMINISTRATOR:

CHIEF OF INFORMATION MANAGEMENT 127
DIRECTOR OF COMPUTING SERVICES 127

RESEARCH ADMINISTRATORS:

CHIEF RESEARCH OFFICER 127
DIRECTOR OF RESEARCH SERVICE 127

AGRICULTURAL ADMINISTRATORS:

DIRECTOR OF COOPERATIVE EXTENSION 127
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION 127

OTHER ADMINISTRATORS:

ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 127
DIRECTOR OF AFFIRMATIVE ACTIONS 127
LEGAL COUNSEL 128
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS 128

-TABLE III INDEX-

CHIEF EXECUTIVE OFFICER:

CHIEF EXECUTIVE OFFICER 130

FINANCIAL ADMINISTRATORS:

CHIEF FINANCIAL OFFICER 130
ASSOC. VICE PRESIDENT FOR FINANCE 130
ASSISTANT VICE PRES. FOR FINANCE 130
DIRECTOR OF PERSONNEL 130
DIRECTOR OF RESEARCH ACCOUNTING 131
DIRECTOR OF ACCOUNTING /CONTROLLER 131
BUDGET DIRECTOR 131
TREASURER 131
AUDITOR 131

ACADEMIC ADMINISTRATORS:

CHIEF ACADEMIC OFFICER 132
ASSOC. VICE PRESIDENT FOR ACADEMICS 132
ASST. VICE PRESIDENT FOR ACADEMICS 132

FACILITIES ADMINISTRATORS:

VICE PRESIDENT FOR FACILITIES 132
ASSOC. VICE PRESIDENT FOR FACILITIES 132
ASST. VICE PRESIDENT FOR FACILITIES 132
DIRECTOR OF FACILITIES 133

AGRICULTURAL ADMINISTRATORS:

DIRECTOR OF COOPERATIVE EXTENSION 133

INFORMATION MANAGEMENT

ADMINISTRATORS: VP INFORMATION MANAGEMENT 133
ADMINISTRATORS: ASSOC. VP FOR INFORMATION MANAGEMENT 133
ADMINISTRATORS: ASST. VP FOR INFORMATION MANAGEMENT 133
ADMINISTRATORS: DIRECTOR OF COMPUTING SERVICES/NETWORK 133

DEVELOPMENT ADMINISTRATORS:

VICE PRESIDENT FOR PUBLIC RELATIONS 133
VICE PRESIDENT FOR LEGISLATIVE RELATIONS 134
VICE PRESIDENT FOR DEVELOPMENT 134
DIRECTOR OF PUBLIC RELATIONS 134
DIRECTOR OF LEGISLATIVE RELATIONS 134
DIRECTOR OF DEVELOPMENT 134

OTHER ADMINISTRATORS:

SECRETARY TO THE BOARD 134
LEGAL COUNSEL 135
DIRECTOR OF INSTITUTIONAL RESEARCH 135
EXECUTIVE ASSISTANT TO THE CHIEF EXECUTIVE OFFICER 135
EXECUTIVE VICE PRESIDENT 135
ASSOC. VICE PRESIDENT FOR HUMAN RESOURCES 136
VICE PRESIDENT FOR HEALTH AFFAIRS 136
VICE PRESIDENT FOR STUDENT AFFAIRS 136

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